

VANCOUVER POSTAL WORKER



CUPW Vancouver Local 846

Spring 2003

G u e r n i c a



Pablo Picasso, 1937

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C o n t r a c t

Settlement Still Possible: But Time Marches On

Subject: Negotiations 2003

2003-04-02 15:42:05 EST

Negotiations Bulletin Number 13

April is here. Ten weeks before the union will obtain the legal right to strike and the Employer can lock us out. To avoid a strike/lock-out situation CUPW and CPC will have to negotiate a very complex collective agreement. One which contracts in expedited parcel delivery, brings justice to rural route and suburban workers, improves health and safety, eliminates the barriers to the use of seniority, and improves our benefits and wages. Ten weeks left and we have miles to go. To date our progress can be measured in inches.

Letter Carrier Model

Under the Employer's proposal letter carriers using private vehicles would receive \$1,000.00 per year to deliver their own relays without time values. The Union estimates this would take about 20 minutes per day. The Employer also wants to give letter carriers using private vehicles the right to select their routes prior to other letter carriers regardless of their seniority. CPC also wants to increase the mileage allowance from 26 cents per kilometre to 39 cents. CPC also wants to change the workday so that letter carriers would complete their inside duties, immediately have lunch at the facility, and then perform all of their delivery not to return until the next day.

Update: Filling of Positions

The elimination of barriers to seniority for the filling of vacancies is a major priority of CUPW during these negotiations. It is unacceptable that members with more seniority are denied their bidding rights because of artificial barriers that pre-date the merger of the unions in 1989. The discussions with CPC are continuing in this area but little progress is being made.

Recently CPC has informed us that it wants to restrict transfer rights. Any employee changing classifica-

tions would have to remain in their position for 24 months. A worker changing assignments would have to remain for 12 months.

Severance Pay

CPC wants to pay out the accumulated severance pay to all regular employees and end this benefit. The Employer has stated that virtually no one except federal government employees receive severance pay. This is not correct. Labour Canada reports that 53.1% of employees covered by collective agreements with 500 or more employees receive severance pay.

Furthermore, over 30% of other workers receive some type of pay when they retire that we don't receive. For example, 10% of employees are entitled to some form of longevity pay.



"It's a joke of course... but don't tell the union that."

P r o g r e s s

Update: Very Busy Week Ahead

This week there will be meetings concerning all of the major issues with the exception of wages. More information will be made available as developments occur.

Conciliation Officers Appointed

The Minister of Labour has appointed two Conciliation Officers, Jacques Lessard and Jennifer Webster. The notice advising us of their appointment also stated the following: " Any extension beyond 60 days (May 27,2003) can be made only with the consent of the parties." Twenty-one days later, on **June 17th**, the parties will obtain the right to strike and lock-out.

Buletin no. : 2002-2005/79

In solidarity,

Lynn Bue

Chief Negotiator and 1st National Vice-President

Strike Preparation

In case we do go on strike in June or after, the local is going to need 3 picket captains per shift at each of the plants and 2 picket captains per shift at each of the depots. The local is considering starting out with shifts of 6 hours, 5 days a week. In order to have a more or less equal number of picketers at different times in each location, the shifts may be decided upon by seniority. Temporary workers will picket where they are assigned (or have bid) to work. If you have questions, attend the general membership meeting on April 22 at 7:30 pm or May 25 at 1 pm. GMM's are at the Holiday Inn, 1110 Howe Street.



"Find me a clause in the contract I haven't violated yet."

Current Contract Negotiation Information

Do you want more timely information on the contract negotiations? Are the Bulletins taking too long to get to you or are you not getting them at all?

You can go to the CUPW National Website <http://www.cupw.ca/> and click on negotiations.

You can also add your e-mail address to the mailing list and you will receive all the National Bulletins in your in box at your computer as soon as they are released. You may just read them earlier than your local officers!

The Postal Worker is published 4 times a year by CUPW, Vancouver Local, 1079 Richards Street, Vancouver BC V6B 3E4 Phone: (604) 685-6581 Edited by: Debbie Beal, CUPE-3338

The Committee: Linda Cardinal, Steve Carter, Brooke Copeland, Kim Evans, Ray Hustad & George Little. Contributors: Lynn Bue, Angelito Decena, Kim Evans, International Solidarity Committee, Ray Hustad, Donna Vershaer, Carrie Walker, Maya Wilson

Your Responsibility As A Union Member

We always question our Shop Stewards and Local Executives – what have they done for us? We question the job performance of each person. Countless times, a member doesn't even know what's going on. You can blame us, however in as much as we may wish to disclose information to defend ourselves, the provisions of the Collective Agreement (Articles 5 and 9) constrain us for privacy and confidentiality reasons.

Shop Stewards are here to protect and improve on the membership interests. I totally disagree when someone says they are working for their own self-serving interest.

If our members believe that they can make a difference or do better, why not join the ranks of Union Representatives? The benefits are less, the struggles crucial, tasks are demanding, and the workplace is an arena of conflicting interests & divergent views. The payback is self-fulfillment. It is beyond the call of duty that we in our little way provide the support that each member rightly deserves.

It is a dual approach. We demand performance from our entire leadership. **But do we perform our part as members of the Canadian Union of Postal Workers?**

How many times have you attended a General Membership Meeting of the Union? Or listened to a safety meeting without asking a question? Which one are you?

1. Let others speak for you.
2. Stay neutral, agree with the majority.
3. Express an opinion to a group.
4. Come up with an idea after the meeting is over.
5. Seek clarification from another employee.

All the qualities listed above involve communication skills. Participating during discussion forum promotes openness and achieves timely information. That's one

of the reasons that we as members need to support one another.

When one finds themselves in trouble, who do they ask for? Some members are told to do things as written in the Contract and still they persist in doing the opposite.

Shop Stewards individually have opinions too! We do not profess to monopolize and be the master of all. We are here to safeguard your rights on the work floor.

On the same subject, **what have you done to promote and advance the rights and benefits of your Union Brothers and Sisters collectively?**

Is it fair to say, before "throwing criticism" at your Union Representatives, a supportive and accommodating attitude should be considered and initiated first?

Coaching, Empowerment and Flexibility

Attend meetings or engage your supervisors in a discussion and these words will ring a bell. They simply mean – you work independently, decide what and how to make your job more productive with less supervision from management.

Nothing is written in our Collective Agreement that requires us to manage our own Union Brothers and Sisters. If that is so, we should be supervisors by now and entitled to financial incentives and corporate perks.

**At Canada Post,
15% of workers
are injured
annually - across
Canada it is 6.4%**

Coaching is sometimes called mentoring. Our Collective Agreement ensures we get adequate supervision/training from management. Are we liable as Union members in conducting the training procedures? Do we possess the credentials or qualifications as a "training officer" of the Corporation? Let your supervisor and training officer do their job!

Empowerment – a gargantuan word. Pause, think again and come to a decision. It is a noble idea that

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you're looking after the customer expectations and demands. Doing more than expected of you is commendable. Potential postmark awardees! On the other hand, your health and safety is more important than anything else. *Do not compromise it!* There are staffing issues at the plant and the rush to deliver begins during dispatch time. It should be compensated by calling overtime opportunities.

Flexibility on modified duties is a thought provoking proposition. Members are sometimes asked to work beyond their limitations. Management seems unaware of the medical notes coming from the medical practitioners. Do they have the occasion to read the notes at all? Is this the definition of flexibility?

by Angelito Decena



"It's a cost cutting measure. We've replaced all our doctors with licensed accountants."

Searching for RAND members!

Rand members are Canada Post employees who have not signed up to become members and paid their \$5 initiation fee. If you are a rand member, you are not entitled to participate in a strike vote, you are not entitled to strike pay and you could be fired by Canada Post because membership in CUPW is a condition of employment. Look for a list of names to be published in the near future.

Spring Educational

The regional office will be offering the following courses this May 24-25:

- Basic Shop Steward
- Temp Rights
- Globalization
- Beginners Route Measurement

If you are interested in attending, call the hall.

Job Rotation

The feeling of invincibility of our members sustains them while working fast at the mechanized machines. Their work ethic is the toast of the section. While they are at the peak of their health – well being becomes secondary. There is little comfort for them when injuries happen or when every part of their body is aching from repetitive movements. Blaming the system is the next justification.

There has been an increase of 37% in the injuries sustained by inside workers between 1996 and 2001

Grievances after grievances are always put forward. Why is the Corporation not implementing the job rotation as mandated in our Collective Agreement? Even their health and safety officer believes in job rotation.

Job rotation minimizes repetitive strain injuries. It was quite evident when a number of members were injured last year and the Corporation's health and safety officer started interviewing them. Did anything like improvements come out of it? Workers' Compensation Board personnel come around to investigate. Are we privy to the information addressing the cause and plan for the elimination of potential hazards and other possible recommendations?

Be always wary – derivatives of job rotation – on the surface it looks good. Flexibility catering to management plans needs to be scrutinized in detail. However, piece-meal solutions are counter productive and unjustifiable.

by Angelito Decena

National Aboriginal Day

June 21 is National Aboriginal Day, a day for all Canadians to celebrate the cultures and contributions of First Nations, Inuit and Métis peoples to Canada.

Even before the Governor General of Canada proclaimed June 21 as National Aboriginal Day, there was a long-standing desire to set aside a national day to recognize and celebrate Aboriginal peoples and cultures.

Here is a brief history of the origins of National Aboriginal Day:

1982 National Indian Brotherhood (now the Assembly of First Nations) calls for the creation of June 21 as National Aboriginal Solidarity Day;

1990 Quebec legislature recognizes June 21 as a day to celebrate Aboriginal culture;

1995 Royal Commission on Aboriginal Peoples recommends the designation of a National First Peoples Day. The Sacred Assembly, a national conference of Aboriginal and non-Aboriginal people chaired by Elijah Harper, calls for a national holiday to celebrate the contributions of Aboriginal peoples;

1996 June 13 – Former Governor General Roméo LeBlanc, declares June 21 as National Aboriginal Day after consultations with various Aboriginal groups;

1996 June 21 – National Aboriginal Day is first celebrated with events from coast to coast to coast.

Today National Aboriginal Day is part of the annual nation-wide Celebrate Canada! festivities held from June 21 to July 1. They begin with National Aboriginal Day, are followed by St-Jean Baptiste Day and conclude with Canada Day.

June 21 was chosen because of the cultural significance of the summer solstice (first day of summer and longest day of the year) and because many Aboriginal groups mark this day as a time to celebrate their heritage. Setting aside a day for Aboriginal Peoples is part of the wider recognition of Aboriginal Peoples' important place within the fabric of Canada and their ongoing contributions as First Peoples. As Governor General Adrienne Clarkson said: "It is an opportunity for all of us to celebrate our respect and admiration for First Nations, for Inuit, for Métis — for the past, the present and the future."

National Aboriginal Day events are held in every region across the country. For a detailed list of activities, or to get involved in organizing festivities in your area, visit www.inac.gc.ca or contact an Aboriginal community or organization near you.

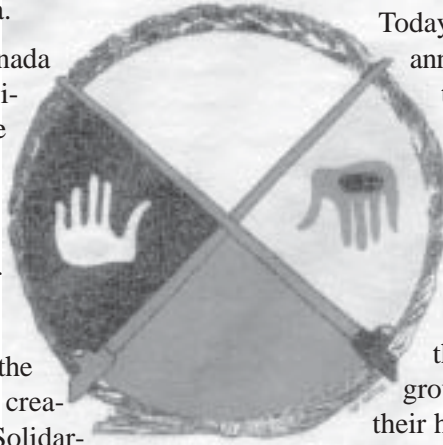
Why isn't National Aboriginal Day a statutory holiday!

CLC Women's Conference

The Canadian Labour Congress Women's Conference will be held in Ottawa from June 8 to 11, 2003. We recognize that globalization, privatization, the threat of war, backlash against equality and our unions have created a difficult climate for union women, but we also know that the spirit is strong and the desire to organize, fight back and win a better world is stronger. And still we rise! Union Sisters Organize! will be our theme.

We are asking you to make a concerted effort to send women under 26 years of age, women of colour, lesbians, Aboriginal women and women with disabilities.

Info: http://www.clc-ctc.ca/web/menu/english/en_index.htm



Graphic compliments of Sharon Poitras

Stop Privatization of Health Care Support Services

Health care support services at Children's, Women's, Sunnyhill, The Cancer Agency, etc. are being privatized by the Provincial Health Services Authority. PHSA Employees believe this will compromise the safety and care of Patients. They would like your support and solidarity.

Sign a petition at <http://www.petitiononline.com/cwheu/petition.html> to show your support.

The Origins of May Day — International Labour Day

Mayday was originally a pagan celebration in Europe marking the beginning of spring and fertility of the soil, known as Walpurgisnacht, or night of the witches. Revellers, led by the Goddess of the Hunt (Diana) and the Horned God (Herne), would don animal masks and shout, chant, sing or blow horns. The Celts and Saxons celebrated, May 1st as Beltane (Bel was the Celtic god of the sun) or the day of fire by rolling burning wheels down the hills. They too had a god and goddess of the hunt.

As peasants began to rely more on farming, Diana became the Queen of the May, representing agriculture, and Herne became Robin Goodfellow (later Robin Hood) or the Green Man, reflecting hunting and the woods. Queen of the May was selected from the eligible young women of the village, to rule the crops until harvest and Robin became the Lord of Misrule (King/Priest/Fool) for the day. Priests and Lords were the butt of many jokes — Robin and his supporters, mummers, would make jokes and poke fun of the local authorities. The church and state did not take kindly to these celebrations, especially during times of popular rebellion.

Mayday was a raucous and fun time for the common people. They would go into the woods to collect trees and boughs, but once there, would enter into temporary sexual liaisons which society did not normally accept. A (phallic) Maypole would then be raised, young single men and women of the village would dance holding on to the ribbons until they became entwined, with their (hoped for) new love.

The Catholic Church banned Mayday celebrations, but appropriated traditional Holy days, transforming them into Saint days. In 1644, the puritans banned Mayday by act of Parliament, objecting to the sexual licence and the social hierarchy being set aside, allowing all classes to mingle.

Mayday remained one of the most popular feast days for villagers, artisans, and the medieval craft guilds. As trade societies eventually evolved into unions, the traditions remained strong into the early 19th century.

May day did return with the restoration of Charles the second in 1660, but the elements of sexual licence and social reversal went underground. In the Victorian era it became more moral and more innocent. Instead of a celebration of fertility, it turned into a commemoration of Merri England.

The girls taking part now wore white and held posies.

Folklorists have been rediscovering the Pagan fertility tradition, with it's myths, rites and sexual licence, over shadowing the way Mayday was rooted in an economic way of life. May garlands, for example, embodied the coming of summer, but also the knocking on doors around the parish and asking for money. At other times of the year begging would have been an offence. The taking of the tree for the may pole highlighted the rights of people to take wood freely. This confirms the extensive medieval rights to wood usage, both growing timber for building and dead wood for fuel.

Working people would take Mayday off to celebrate, often without the support of their employer. It was a popular custom - a people's day - so it became identified with the Labour and socialist movements.

More recently, national strikes, called by the Knights of Labour, for an eight-hour working day were held May 1, 1886. In Chicago, police attacked striking workers killing six. At a later demonstration in Haymarket Square, a bomb exploded in a crowd of police killing eight. Four unionists were arrested. The police claimed workers threw the bombs, but others believe the police's own agent provocateurs dropped the bombs when charged by angry workers.

In an infamous trial, the four were tried, as much for being agitators, revolutionaries, and stirring up the working class, as for any other crime. They were found guilty then executed. In 1889 the International Working Men's Association of Paris declared Mayday an international working class holiday in commemoration of the Haymarket Martyrs.

Mayday, which had been banned for being a holiday of the common people, had been reclaimed once again for the common people.

Linda Cardinal

This text was adapted from two sites:

<http://www.planet.net.au/innovations/may96/mayday.html> - adapted from the BBC TV Series "About Time" by John Berger and others.

<http://www.geocities.com/CapitolHill/5202/mayday.htm> - originally published Mayday 1995, Edmonton District Labour Council Newsletter and Labour News.

I s t h i s H e l l

Mail submissions to The Postal Worker, 1079 Richards Street, Vancouver BC V6B 3E4 or vancpubcom2002@yahoo.ca

Bad Boss Syndrome – aka Toxic Boss Syndrome – aka Bullying –

(Catherine Stearns, Coordinator, Workers' Organizing Resource Centre)



What is Bad Boss Syndrome?

Generally, whatever the name, it is harassment. It is management by fear, however, it never seems to go over the fine line that would enable the Provincial or Federal Human Rights Commission to accept and investigate a complaint from the victim (or victims).

How Can We Define it?

It is persistent unwelcome behaviour consisting of:

- unwarranted or invalid criticism
- constant nit-picking and fault-finding
- being constantly assigned the worst tasks in the workplace
- gossip, lies and innuendo
- public reprimands in front of customers or co-workers
- being shouted at and treated differently
- isolation, humiliation
- excessive monitoring and discipline.

Why Do Employers Fall Into It?



"Here are the results of the latest Employee Satisfaction Study"

"Bad Bosses" are exerting their perceived power over those they consider to be in a lower position socially than they are. They seem to think that as "the Boss", they

have the right to do as they please and treat workers as owned commodities rather than human beings. Psychologically, these people may be hiding inadequacies that they refuse to face up to or do anything about. Bullying is an obsessive-compulsive disorder and bullies are typically insecure and have low self-esteem. Remember, not all "Bad Bosses" are Bullies but all Bullies are "Bad Bosses".

What Can Be Done About BBS?

It seems that very little can actually be done to correct a situation involving a "Bad Boss". Usually workers are too intimidated or dependent upon the pay cheques to offer up much in the way of resistance. Typically, if a worker does start to fight back, the ultimate result is that they quit or get fired.

BBS seems to run rampant where employment standards legislation does not include "Just Case" or "Wrongful Dismissal" language. It may also flourish because we have not found a way to regulate this type of immoral behaviour.



"Good Morning, Human Resources. How may I demean you?."

Document! Document! Document!

Documentation is about the only way for workers to protect themselves under the existing rules and regulations. The information gathered would be used when applying for Employment Insurance when the ultimate happens. (Little known fact; EI legislation recognizes many different "just cause" reasons for quitting or getting fired but the burden of proof is on the worker.) It would also be used to file a complaint if the governing employment standards code does have "just case" or "wrongful dismissal" legislation.

Only if the "Bad Boss" is taken out of the workplace can the situation be salvaged for the worker and that rarely happens. "Bad Bosses" come from a wide range of sources

o r t h e V P D C ?

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aka working at the VPDC – aka Bad Boss Syndrome – aka Bullying

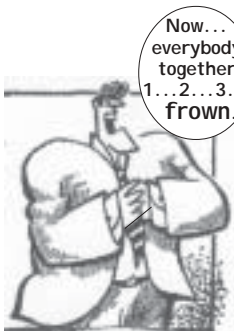
(Catherine Stearns, Coordinator, Workers' Organizing Resource Centre)



but commonly are friends or relatives of an upper management type or are long time employees of the company.

Types of Documentation

- Daily work journal – write down what happened, what was said, dates, times, people involved and witnesses (remember the who-what-where-when-why points).



- Witness statements – ask co-workers to write in their own words what they observed.

- Doctor's note/statement – people who work for a "Bad Boss" quite often suffer physical signs of stress related to the poisoned atmosphere they work in. they can be treated for depression, headaches, stomach or digestive problems, sleep disorders, anxiety and many other related illnesses.

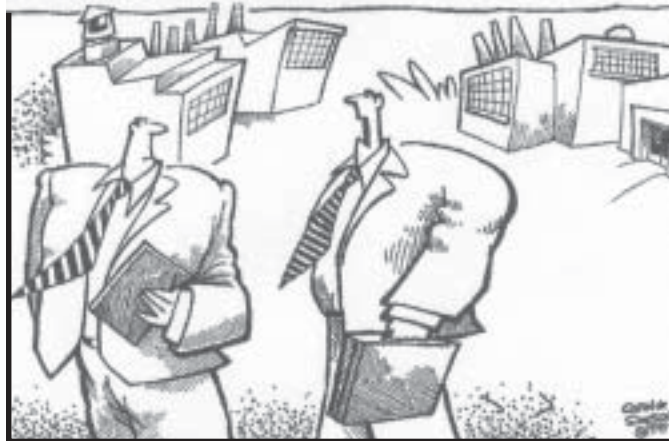
The doctor may recommend stress leave or sick leave in order to get them away from the cause of the illness. In most situations, any type of sick leave is discretionary so workers must make an informed choice about their own circumstances. Bad Bosses, generally, deliver the best quotes, such as these gems from a dilbert.com contest:



"As of tomorrow, employees will only be able to access the building using individual security cards.

Pictures will be taken next Wednesday and employees will receive their cards in two weeks."

"What I need is a list of specific unknown problems we will encounter."



"Foxmeyer, take five minutes and investigate that rash of harassment incidents at our Number Two Plant"

"This project is so important, we can't let things that are more important interfere with it."

"We know that communication is a problem, but the company is not going to discuss it with the employees."

"This is to inform you that a memo will be issued today regarding the subject mentioned above."

For more on the VPDC see "Rants and Raves" on Page 9

Rumour has it . . .

A new ailment is going around. Researchers call it AIMUS (Attendance interviews make us sick). It afflicts mostly Postal Workers and, while it is not life threatening, the concern is that it could take out entire shifts at one time.

The VPDC is trying to get into the Guinness World Book of Records for the most unhappy employees!

The bosses at VPDC have so little to do they are doing the work of our members - maybe they'd rather be CUPW!

Nobody wants out of the VPDC more than the bosses.

There may be a lot of bosses's buttons getting pushed around the VPDC soon.

The VPDC may soon be featured on American Justice for it's outrageous treatment of employees!

The War Against the People of Iraq – Now What?

Terrorism and weapons of mass destruction are simply pretexts for Bush's unprovoked attack on the people of Iraq. The war on Iraq is for control of oil resources and to enforce corporate American dominance over the Middle East.

On September 11, 2001 we witnessed an act of terrorism by a small group of individuals and a crime against humanity in New York and Washington that killed 3,000 civilians. The unparalleled scale of violence of the assault on Iraq can accurately be described as an act of state terrorism against the people of Iraq and the civilization of the Middle East. What is the difference between deliberately crashing an airliner into an office tower and deliberately dropping a blockbuster bomb from a B-52 on buildings of Baghdad?

The White House war machine has used the corporate media (such as CNN and Canwest publications) and corporately sponsored politicians (such as our un-Canadian Alliance) and Code Orange alerts that were hoaxes to turn widespread anxiety into an Orwellian climate of war hysteria.

The following sites are good sources of news and analysis.

Guardian UK www.guardian.co.uk
Independent UK www.independent.co.uk

Robert Fisk is archived on Independent; Greg Palast writes for the Guardian. Individual Guardian web pages for each country are found by clicking 'Special Reports'.

Common Dreams New Center www.commondreams.org
Good archives of Noam Chomsky, Robert Fisk, Edward Said, and Howard Zinn.

ZNET www.zmag.org
Good web pages on Iraq, Afghanistan and Palestine.
Center for Research on Globalization

www.globalresearch.ca
Antiwar.com www.antiwar.com
Read "Letter from Israel" archive and "Behind the Headlines" archive.

Islamic Internet Newsletter www.iviews.com
Foreign Policy in Focus www.fpif.org
The Nation/Nation Radio (NR) www.thenation.com

F.A.I.R./Counter Spin Radio (CS) www.fair.org
Web Active Internet Radio www.webactive.com
Free Speech TV www.freespeech.org
Democracy Now! Internet Radio www.democracynow.org
Centre for Economic & Policy and Research www.cepr.net

Speak Truth to Power:

Interactive Education on the Internet

A combination of archived radio shows with selected websites – a powerful tool in understanding war, peace and democratic rights. (DN – Democracy Now archive; CS – Counter Spin archive)

DN–December 13, 2002 Ani di Franco on Democracy Now

DN– March 4, 2003 Katheryn Bloom on Lysistrata Project
www.pecosdesign.com

Code www.codepink4peace.org Pink

DN– February 18, 2003 Easter Bunny protestor and K-Mart war toys

DN– November 13, 2002 Hey Kids! Let's Play War
www.americasarmy.com

Lion and Lamb Project www.lionlamb.org/what'snew

DN– February 17, 2003 The World Says No To War: February 15 Protests

DN– January 20, 2003 Martin Luther King: Why I Oppose the War in Vietnam

CS– January 31, 2003 Daniel Ellsberg on Iraq Now (good audio archive) www.ellsberg.net

DN– March 28, 2003 Michael Moore: One Long Orwellian Week www.michaelmoore.com www.cursor.org www.theonion.com

DN– October 25, 2001 Farid Esack, South African Muslim Professor of Theology, Author of "On Being a Muslim" and "Qur'an, Liberation and Pluralism"

DN– February 18, 2003 Noam Chomsky on Perpetual War for Perpetual Peace

DN– March 18, 2003 Michael Klare on Oil and World Domination; Bush's War Ultimatum



Together we can stop the spread of Mad Cowboy disease!

Project for the New American Century

www.newamericancentury.org

Read the statement of principles adopted June 30, 1997

Benador Associates www.benadorassociates.com

Read Richard Perle's two seminars on Iraq, Michael A. Ledeen and Max Boot

Arms Trade Resource Centre www.worldpolicy.org/projects/arms

Noam Chomsky on Common Dreams, Behind the Headlines archive on antiwar.com and www.georgemonbiot.com

Embedded Reporters versus Independent Correspondents

DN- November 20, 2002

Robert Fisk on the Middle East

DN- February 27, 2003

Robert Fisk and Chris Hedges

CS- December 6, 2002

Robert Fisk on Western Journalism

DN- March 25, 2003

Robert Fisk Live from Baghdad

DN- April 3, 2002

Greg Palast The Best Democracy

That Money Can Buy

DN- Feb. 28, 2003

Greg Palast www.gregpalast.com

DN- February 25, 2003

Howard Zinn on Iraq (good

audio archive)

www.howardzinn.org

DN- February 13, 2003

Howard Zinn - Government

and Media Lies

DN- July 15, 2002

John Pilger "The New Rulers of the

World"

- February 26, 2003

John Pilger

- Fate of Iraqi Children

Electronic Iraq

www.johnpilger.org

www.electroniciraq.net

End the Israeli Occupation of Palestine

CS- August 24, 2001 Robert Fisk on Israeli-Palestinian Conflict

DN- September 18, 2002 Population Transfer, Sabbra and Shatila, and Deportations

DN- December 24, 2002 Christmas Under Siege

DN- February 21, 2003 Palestinian Professor Sami Al-Arian, political prisoner

DN- March 18, 2003 Protest the Killing of Rachel Corrie

Not In My Name

www.nimn.org

The Electronic Intifada

www.electronicintifada.net

Canada Palestine Support Network www.canpalnet.ca

International Solidarity Movement www.palsolidarity.org

Arab American Institute

www.aaiusa.org

Noam Chomsky on Common Dreams, "Letter from Israel"

archive on antiwar.com and www.normanfinkelstein.com

Democratic Regime Change in 2004

Dean for America

www.deanforamerica.com

NR- March 12, 2003 Nation

Radio - Howard Dean

Dennis Kucinich 2004

www.kucinich.us

Al Sharpton

www.sharptonexplore2004.com

Carol Moseley-Braun 2004 www.moseley-braun.org

Join with progressive Americans and the world antiwar movement!

Mark your calendar

Anti-war event - Helen Caldicott, Monday, April 28; Details: www.stopwar.ca



Photo thanks to Tanya Hicks

Submitted by the Interational Solidarity Committee of the Vancouver Local

Rants & Raves

Have you got something you'd like to rant or rave about? You can sign your name or not. Mail your "Rant or Rave" to The Postal Worker, Rants and Raves, 1079 Richards Street, Vancouver BC V6B 3E4 or e-mail them to vancpubcom2002@yahoo.ca (with "Rants or Raves" as subject). The Postal Worker invites your submissions.

The Saga Continues at the VPDC

by Donna Vershaer

VPDC is still a new facility and has been going through never-ending growing pains. Many of us have been there since day one and are tired of the constant changes being implemented there!

Now we have a motorized belt system that is supposed to make life at VPDC better for everyone, management and Staff. This system was designed by a man. He came to the VPDC posing as a Supervisor. He designed the first phase of the belt system. He got his \$10,000 award. He left. Never to be seen again!

We, at VPDC, have been left behind to clean up the mess that has been dropped in our laps. This belt was built with spare parts (probably from the 1960's or even from WWII) and has been expanding on a regular basis since its conception.

There are concerns right now, affecting the staff at VPDC that could result in some serious concerns in the future!

The noise level increases on a regular basis, but does Management hear the noise? The parcels move faster now, even with the three new Cubiscans that have recently been installed to regulate the flow of parcels but are only there to bring in more revenue for CPC.

The parcels still ride the belt as fast as they ever did! Management thinks re-feed has decreased, we just pull parcels off of the belt at the start instead of the end. The eyestrain has increased to a level whereby some of the employee who

have never worn glasses now do and some who are changing their prescriptions as often as every six months. Management won't even look at that issue! They are just turning a blind eye to it and can only see the \$\$\$\$ in front of them!

We are in contract negotiations, but will any of these newly found profits trickle down to the workers who made all of this money for CPC?

Stress Management

In case you've had a rough day here is a stress management technique recommended in the latest psychological texts. The funny thing is that it really works. Picture yourself near a stream. Birds are softly chirping in the cool mountain air. No one but you knows your secret place. You are in total seclusion from the hectic place called "the world." The soothing sound of a gentle waterfall fills the air with a cascade of serenity. The water is crystal clear. You can easily make out the face of that person you're holding under the water.

All we at VPDC seem to get are 24-hour notices, harassment, special leaves denied, poor eyesight, deafness and chronic fatigue. If any of this sounds like something that you can relate to, please do not hesitate to let your Shop Steward know how you feel. All of these things are Health and Safety concerns and should be addressed in a timely manner so that these issues can be resolved rather

than turn into serious health concerns down the road. Management has said they have seen a *decrease* in injuries recently, but the way they things are going, injuries will probably soon be on the rise. Something needs to be done and something can be done if we pull together to let CPC know that we are a vital part of their operation and need to be treated as such.

AN INJURY TO ONE IS AN INJURY TO ALL!

Please be careful out there in VPDC land.

Have yourselves a safe and happy Spring & Summer.

Gun deaths in a year: Germany 381, France 255, Canada 165, United Kingdom 68, Australia 65, Japan 39. The United States of America 11,127. – from "Bowling for Columbine" by Michael Moore.

F Y I . . .

Have you got something you think needs clarification? You can submit a question or a question with a response. Mail it to The Postal Worker, Publications Committee, 1079 Richards Street, Vancouver BC V6B 3E4 or e-mail it to vancpubcom2002@yahoo.ca (with "Question" as subject). The Postal Worker invites your submissions.

Is it Harassment?

In spite of the seminars and bulletins on harassment, there seems to me to be some confusion still existing about harassment and inappropriate behaviour.

I have had members complain about the harassment by supervisors, when reviewing the facts, there has not been any. However, there has been plenty of inappropriate behaviour.

A good tool to understand the entire concept of harassment is these three categories.

One is **harassment**. Two is **inappropriate behaviour**. And the third is personality conflicts.

Start with **Harassment**. Harassment is a defined discrimination under the Canadian Human Rights Act of Parliament. This act defines harassment as behaviour that discriminates under the prohibited grounds. You might say, well that's not what I call harassment. But it is when you want to seek damages. The act of Parliament defines the areas of behaviour for which you can seek legal redress. The prohibited grounds are discrimination based on age, gender, race, ethnic or national background, sexual orientation, family or marital status, conviction for which a pardon has been granted, physical or mental handicap, colour and religion. **Article 5** of our contract contains instructive language under which we can file a grievance on the basis of discrimination. Our contract is actually an improvement over the CHR act. In addition, **Article 56** is protection against harassment on the basis of sex (gender), race and sexual orientation.

Maybe the experience you had does not fall into this category. It is very likely you have been a victim of **inappropriate behaviour**. How do we define this? For our purposes, as employees of Canada Post, the corporation has the CPC Policy on Human Rights and Employment Equity. The list of inappropriate behav-

our includes, but is not limited to, intimidation, psychological games, bullying, mobbing, and horse play. Vulgar language is considered to be inappropriate behaviour. Touching, when unwelcome, is considered to be inappropriate behaviour. These behaviours must be investigated by the corporation after a written complaint is produced. They will be handled in the normal discipline process. Representation for both parties is assured by our contract.

Personality Conflicts happen between employees, between employees and supervisors and between supervisors and their bosses. Sometimes there is a fine line between personality conflicts and inappropriate behaviour. For instance, it is not good enough to say "the supervisor looked crossly at me". That is not harassment. In certain cases it could be inappropriate behaviour.

Some people will never get along with each other. They are like oil and water and will never mix. While Canada Post has been making some efforts to keep rude and intimidating supervisors in check, there is still much work to be done in this area. Why do some individuals, when given a little bit of authority, go on a pathetic power trip? This attitude will never contribute to a healthy work environment nor to CPC's own much vaunted Employee Satisfaction Index.

If you feel a supervisor contravenes the corporation's Operation Principle of "treating everyone with respect regardless of rank or seniority" you have reason for complaint.

In solidarity,
Wade Seeze

The Fun

Have you got something to submit? Mail it to The Postal Worker, 1079 Richards Street, Vancouver BC V6B 3E4



Carrie Walker: The Things

Not enough ***Bucks to Go Around?

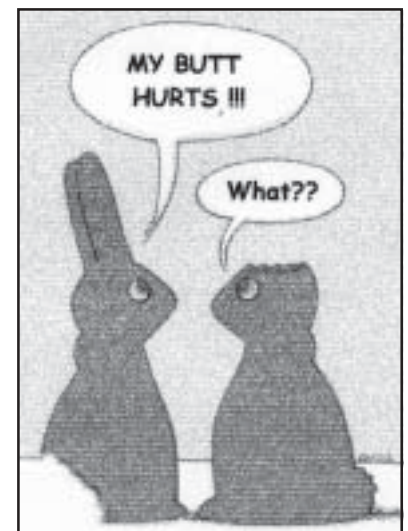
Starbucks, the huge, international, multi-million-dollar coffee dealership has threatened to litigate against tiny Haidabucks cafe in Masset, owned and operated by three Haida men (and John). "Starbucks wrote to us two weeks ago and told us to take "bucks" out of our name," Willis Parnell, Haidabucks co-owner, told Morning Star. "We had two weeks to comply. Then we had a call from a Starbucks lawyer two days ago who said they are now going to litigate against us. We have to see where we go from here. We've been open for four years now and hadn't heard a thing. Someone from Starbucks saw our name on the internet, approached their lawyers who sent us a letter. It's both funny and worrying.

We Haida men have always called ourselves 'bucks'; it's our definition. We are not franchising, like Starbucks. We're not competing with them. Can you see us setting up a chain of Haidabucks coffee-houses in Vancouver? It's ridiculous!

We're not infringing on Starbucks profit margin. "Bucks" refers to the men and culture of first nations. If Starbucks sees a restaurant called "Starlight" will they sue for the use of the word 'Star'? We registered our name; we've gone through the proper process. We'll just wait and see what happens." (as Bill Vander Zalm says- there is no such thing as bad publicity- mny) Howa' Jim Edenshaw Phone (250) 559-4277

From Redwire.

www.redwiremag.com/



After Easter . . .

Submitted by Maya Wilson

P a g e s !

or e-mail it to vancpubcom2002@yahoo.ca (with "fun" as the subject). The Postal Worker invites your submissions.



People Say

Five Surgeons

Five surgeons are discussing who makes the best patient on the operating table.

The first surgeon says: "I like to see accountants on my operating table, because when you open them up, everything inside is numbered."

The second responds, "Yeah, but you should try electricians! Everything inside them is color coded."

The third surgeon says, "No, I really think librarians are the best...Everything is in alphabetical order."

The fourth surgeon chimes in, "You know, I like construction workers. Those guys always understand when you have a few parts left over at the end and when the job takes longer than you said it would."

BUT...the fifth surgeon shut them all up when he observed, "You're all wrong... Managers are the easiest to operate on... There's no guts, no heart, and no spine ... and . . . the head and butt are interchangeable.

A Quote

. . . it took only a year and a half to turn the enormous international good will America enjoyed in the aftermath of September 11, 2001 into the most massive and universal international condemnation of a country's leaders and policies in world history.

By favoring the rule of power over the rule of law, America's ruling junta has convinced much of the world that the most dangerous outlaw regime in the world is the regime now in power in Washington. It may take decades to heal the damage to America and the world for which this regime bears responsibility.

This war is not an act of liberation.

It is not an act of justice.

It is an act of state sponsored tyranny and terror.

Dr. David C. Korten

March 21, 2003 - Federal Building, Seattle

E v e n t s

To have an event printed in The Postal Worker, send information to the Publications Committee, CUPW Vancouver Local, 1079 Richards Street, Vancouver BC V6B 3E4 or e-mail it to vancpubcom2002@yahoo.ca

April

April 26, 9pm: Blues 4 Peltier Awareness Benefit For infocall 255-0822 www.freepeltier.org

April 27-May 3: National Volunteer Week Honour people who donate their time and energy to their fellow citizens. Ph. (800) 670-0401 Email: volunteer.canada@sympatico. http://www.volunteer.ca/volunteer/celebrate_nvw.htm

April 28: Workers' Memorial Day

April 28: Dr. Helen Caldicott St. Andrews-Wesley Church

April 29, 7 pm: Asphalt Nation – Forum, SFU Harbour Centre Boston journalist Jane Holtz Kay, discusses The Paving and De-paving of North America. (604)291-5100 city@sfu.ca

May

May is Asian Heritage Month, celebrate the cultural expression & Canada's Pan-Asian heritage <http://www.ahm.bc.ca/>

May 1: Mayday

May 1-4: Pacific Northwest Labour History Association Conference-The Right to Organize: Civil Liberties, Democracy, and the Labour Movement (604) 540-0245 www.pnlha.org.

May 1-4: 2nd Annual Drug War Vigil Film Festival - films will be screened and judged by participants at the Cannabis Culture Toker's Bowl For info email dwvinfo@netscape.net

May 1-7: National Summer Safety Week Ph. (613) 739-1535 csc@safety-council.org. www.safety-council.org

May 9-11: Little Sister 2003 - Community Resistance, Security, Law and Technology Conference. Resist injustices our communities face, while retaining our physical and emotional freedom info@littlesister2003.org ph. 604-682-3269 ext 7038.

May 10-11: Rain City Raid – Vancouver's First Urban Adventure Race Raising awareness for Covenant House, a charity for homeless and runaway youth. Contact: Rob Mandeville, rob@raincityraid.com, www.raincityraid.com

May 15: Mother's Day

May 16 : Celebrate Carnegie Centre's 100th anniversary. Proceeds to support local artists and art projects. If you want to hear Mayor Larry Campbell sing, don't miss this opportunity. Agnes Wong at Carnegie Centre 604-665-2274 / 604-683-0836

May 19: Victoria Day

May 23-26: Regional Spring Educationals -- Basic Shop Steward, Temp Rights, Globalization, Route Measurement

May 24: NDP Celebrates 70 Years of Social Democracy lynn@bc.ndp.ca. <http://www.bc.ndp.ca/events/index.html>

May 25: 1pm, General Membership Meeting, Holiday Inn, 1110 Howe Street

May 25: World Partnership Walk, Lumberman's Arch. Raise funds to fight global poverty. www.worldpartnershipwalk.com PH. Shellina Lakhdar, 604-762-7064, Shellina@akfc.ca.

May (continued)

May 26-June 1: Vancouver International Children's Festival, Vanier Park www.vancouverchildrensfestival.com

May 26th (Memorial Day): Block the Border meet at the peace arch crossing. <http://www.angelfire.com/alt/revolt/action.html>

June

June is Bike month – <http://www.best.bc.ca/>

June 1: Childrun raise \$ for sick children www.childrun.com.

June 1 : Science Fair Fun Run – support Science Fair Programs in BC. Ph. 604-443-7552, www.ScienceFairs.bc.ca

June 11 - September 21: Bard on the Beach Shakespeare Festival Vanier Park www.bardonthebeach.org

June 13th-15: Dragon Boat Festival (604) 688-2382 ext. 224 www.canadadragonboat.com/info@canadadragonboat.com

June 15: Father's day

Jun. 17: COPE's Solstice BBQ www.vancouverrowingclub.com/info@vancouverrowingclub.com

June 20-July 1: Vancouver International Jazz Festival <http://www.jazzvancouver.com/jazzfest.cfm>

June 21: Aboriginal People's Solidarity Day

June 21: Summer solstice

June 20-22: Miner's Memorial Day (June 20) Weekend Cumberland Ph. (250) 336-2445 barb@cumberlandmuseum.ca

June 24: Saint Jean-Baptiste Day

June 24: 7pm, General Membership Meeting, Holiday Inn, 1110 Howe Street

June 26: In 1987, the UN General Assembly decided to observe 26 June as the International Day against Drug Abuse and Illicit Trafficking as an expression of its determination to strengthen action and cooperation to achieve the goal of an international society free of drug abuse. Related link: <http://www.undcp.org/adhoc/decade/>

July

July: The Food Banks "Christmas in July Campaign"

July 1: Canada Day/Dominion Day

July 09-13: BC Federation of Labour Summer Institute for Union Women, University of Victoria www.campaignbc.ca/index.cfm/fuseaction/calendar.event/eventID/3234/index.cfm

July 1-20: Vancouver Folk Music Festival Jericho Beach Park www.thefestival.bc.ca

July 21-26: National Friendship Week

July 24-August 4: Vancouver International Comedy Festival www.comedyfest.com

July 26-August 5, 2003: Vancouver Pride Week Celebration <http://www.coastandmountains.bc.ca/page.cfm/7743>

July 27: 1pm, General Membership Meeting, Holiday Inn, 1110 Howe Street