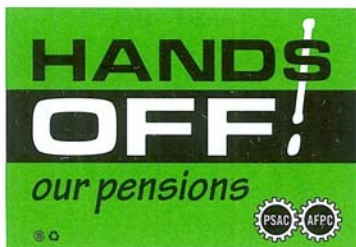


# InsideOut

Canadian Union of Postal Workers  
Edmonton Local  
**March**

**2010**



# CUPW Edmonton Annual Executive Elections



The following 8 Executive Officer Positions have been filled for two year terms:

**Secretary-Treasurer (full time Union Office): Sue Wilson**  
**Grievance Officer (full time Union Office): Carol Read**  
**Vice-President: Raj Sharma**  
**Chief Shop Steward - Letters: Ajay Sharma**  
**Chief Shop Steward - Stations and Depots: Jerry Woods**  
**Chief Shop Steward - Transportation: Greg McMaster**  
**Sergeant-at-Arms\Editor: Karen Kennedy**  
**Organizing Officer: Nick Driedger**

Nominations closed **February 26, 2010 at 4:30pm.**

Executive Officers will be sworn in at the **April GMM.**

The recent vacancy for Chief Shop Steward - Bulk will be filled at the **April 11** General Meeting.

In order to be eligible to run for a position on the Executive committee, the person being nominated must be a Member in Good Standing of the local, have attended 50% of the general membership meetings in the last 12 months, and be nominated by a Member in Good Standing of the local. In the event that a member who is nominated is not present at the meeting, he or she may accept the nomination by providing a written note to the meeting.

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

Opinions expressed are those of the writer and not necessarily the official views of the Local. “InsideOut” material may be copied, provided proper credit is given.

Submissions are welcome for “InsideOut”. Please include your name and phone number. Requests for anonymity will be considered.

**e-mail to**  
[editor@cupwedm.net](mailto:editor@cupwedm.net)

or

**The Editor,**  
**InsideOut**  
**11001 107 Street**  
**Edmonton Alberta**  
**T5H 2Z6**

# Message From Sister Bev Ray

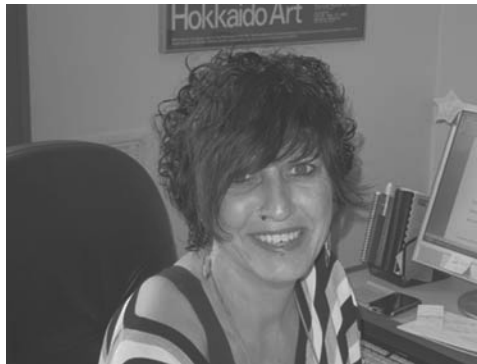
With the current changes that are emerging at Canada Post, it is evident that we have a tremendous amount of work ahead. In this next year, not only will the Urban Operations Collective Agreement expire January 31, 2011, but the RSMC Collective Agreement will expire shortly thereafter. So it makes sense that we start thinking about negotiations now. We have had a glimpse of what to expect from Canada Post with the negotiations of the PSAC and APOC collective agreements, as well as the current RSMC re-opener negotiations. Don't kid yourselves: our wages, benefits and pensions will be under attack. All of us must get involved to defend what we have fought so hard to obtain as workers.

We recently received the National Executive Board discussion paper "Our Vision of the Postal Service Must Prevail". This discussion paper is a tool our local will use to develop our demands for 2011 negotiations. It has been distributed to all executive members and area council delegates and is available for CUPW members to review. Just call the local union office and ask for a copy or drop by to pick one up. We will continue to distribute this to shop stewards and committee members as we start implementing our local plan for negotiations.

The Edmonton Local passed a motion to hold our Area Council meeting Friday evening, March 12<sup>th</sup> and all day Saturday, March 13<sup>th</sup>, 2010. We see

this as a critical time to organize and build solidarity. The organizing committee will be distributing a local survey to all members to ask about your work floor and to get your opinions on what you see as important issues for negotiations. As well, sessions will be offered on "The Union Negotiation Process & How to Write a Resolution": Tuesday, April 6<sup>th</sup> (1-3 pm or 5-7 pm) at the union office for anyone who is interested. Resolutions must be debated and voted on the next weekend at the April 11<sup>th</sup> General Membership

Meeting in order to meet the May 3<sup>rd</sup> deadline. This is 45 days before the Regional Conference scheduled in June. Get involved in these local events planned for union sisters and brothers to democratically shape our future.



CUPW is a leader in the trade union movement! To continue our strong tradition of securing the rights of workers we need your involvement now! Get involved, speak up and join the fight to protect our jobs and the preservation of a public postal service!

**In solidarity,**  
**Sister Bev Ray, President**  
[cupwedmonton@blogspot.com](mailto:cupwedmonton@blogspot.com)

**Canada Post is not mandated by federal legislation to make a profit, it is a public service that improves the lives of Canadians. Canada Post has made a profit 13 years in a row. Why must we suffer all this forceback, stress, discipline and cost-cutting? Why is management determined to drive our senior carriers to retire early?**



Dear Member,

My name is Jerry Woods and I am, as of Feb 7, Edmonton Local's Chief Steward for depots and stations. I am 49 years old, and that comes as a shock to me. I work at Depot 4, now known as "Whitemud South" or Depot 48.

Back in 2001, as a term , one supervisor would draw his finger across his throat in a cutting motion when I walked by; the idea that I should find out my rights, slowly began to cross my mind. Years passed, and somewhere in there I became a steward, mostly because we were about to become stewardless and somebody had to do it, but also to try to stop the kind of treatment I got from happening to someone else. In 2007 I helped with the 120 points-of-call index at depot 4. This was the way they measured mail volumes for a while. I found a near fantastic amount of errors and presented them, all shiny with pride, at the consultation. With each observation, the corporate route measurement fella would respond; "Oh, that was my mistake," over and over again. I thought I had done well. The result? My work was ignored and we lost 5 1/2 walks. Being new to the job I was distraught that perhaps some lack of knowledge on my part or rookie error would contribute to making life just a little shittier for some of my workmates. I needn't have bothered.

The corporation exceeded its contractual time limits for the restructure, admitted to numerous mistakes, and offered up a desktop legs-crossed mea maxima culpa \*\*. "Oh Yeah", sez I, except: the grievance filed by the union on the Depot 4 restructure is still waiting for arbitration. Each and every day since then we pay the price. Supervisors are given this new level as "normal" and told to work down from there.

Some time later Sister Bev Ray negotiated a review of the walk files for depot 4. Again, I dug through the files, beginning with the mobiles. After finishing the mobile review I crossed paths with the manager, Mr. Brian Kelly, and again I, all proud and shiny, presented my data. 10 minutes later I was off the project. Some 4-6 weeks pass, and I in my innocence, asked how my investigation was coming,

whereupon said manager responded, “ohhhhh, I lost it”, crooking his head to the side in a moment of huge sincerity.

Well, maybe that’s just the way it is. Maybe life does just suck a little harder each day... Or not. Maybe we just need to defend our collective rights a little better.

And then I met Moya Greene

Moya, Moya, Moya...

She was very clean (less of a glow than Brian Mulroney but he was crazy clean...), and for \$641,000 a year, somebody with a big government cheque book and a firm belief in some misinterpreted Austrian School economics, misinterpreted through Milton Freidman and further misinterpreted through that Kaisan/Ohno\* crap, somebody who was not cool in high school, bought us a nice lady to punch us until we’re all tender and good.

Anything unnecessary with any cost or value is to be trimmed; Why? So Moya looks good for her next review. Your suffering does have a purpose. And what’s unnecessary? Why give more holidays than the three weeks they could give to some strong young back that may not still be around to get an expensive pension? Are sick days necessary? Paid lunches? Maternity leave is probably safe, as they will need new workers.

**What’s the difference between the Farmer’s Co-op and the Reichstag? You went to school.**

Rule-By-Stress is a multifaceted tool, Big dogs use it, and so does your management. It’s way cheaper than actual money. The environment? That’s a free thing right? Health and Safety? Management loves it, it’s just not in the budget. If people didn’t report

their injuries, why our Health and Safety record would improve tremendously. Injury? Uh Oh, that means a letter on your file, doesn’t it? Your dear old grandma, may she rest in peace, sure wouldn’t like it if you got a letter on your file. And you wouldn’t like it if Labour Rights went back to grandma’s time either. Trust me... I’m your Steward.

Yers,  
Jerry Woods

\*Taiichi Ohno was the thinker behind the “Toyota Production System” ...timely reference eh?

\*\* translation, “my grievous fault,”

*Corporation;*

*noun; an ingenious device for obtaining individual profit without individual responsibility- Ambrose Bierce.*

## RSMC's

I cannot stress enough how important it is to do your paperwork!

It truly is one of the most important tasks you have to complete every working day. First and foremost: it's your paycheck! You are the one who does the work and you should be properly paid for it!

By having your log sheets filled out you are ensuring the Corporation includes in their calculation the actual amount of work you are handling each day.

The Canada Post Corporation computer monitors P.C.I's (personal contact items) and flyers, but it does not keep track of each type of label. Only 'signature required' items are covered. There are many items we deliver to the door that do not require signatures but are 'to the door all modes'. In order for you to be paid for those items you must record them on your daily log sheet. Scan them as a 'non-bar-coded' item. That way they will be counted on your Schedule 'A' yearly count.

The RSMC routes are inspected annually and individually. The changes take place once the annual inspection is complete. The adjustments are made to the Schedule 'A', the line of travel and your pay.

The daily LOG SHEET is the PROOF that you did the work. If you have concerns, are asking for help, more money or just making a general enquiry, the daily LOG SHEETS are the PROOF.

**Please fill out your Daily log sheets, daily!**

The pay rate you receive today was calculated from the tally of the last year's annual inspection. Unless your route changes in points of call or mileage more than 5%, there will be no pay rate changes until the final annual inspection of the current year. So bottom line is you are working today at last December 2008 rate for this year.

At the end of December 2010 they will make the necessary changes to the routes. And that is when any dispute can be solved because you will have your documents ready to prove you did the work. The employer claims they will back pay a reasonable amount of time but when you have proof they must back pay all of it. And of course this means the next year's rate is paid on this basis.

### Fill Out Your Adhoc Forms

Make sure you are filling out your adhoc forms correctly. And file grievances when you need to. The more history we have to argue the facts the more chances we have to improve our working world.

### Peggy Lee Maxwell

Chief Shop Steward RSMC



## “Hands Off Our Pensions”

Get ready for a fight. Right wing business groups in this country (and around the globe) are “raging” against public sector pensions, and all pensions for that matter. In an attempt to convince the Canadian public to join their attack on public sector pensions, they call us, the workers who deliver public services in Canada, “overpaid bureaucrats”. They claim that our pensions should be reduced because we should have to share in the “economic pain”, or other such propaganda.



These forces of corporate greed are aligning to do what they have always tried to do, reduce payments to workers so their own profits are higher. They go after public sector wages and benefits in the hopes it will lower expectations of all workers everywhere and free up more government money for corporate tax breaks and give-aways.

This time they are trying to trim away the pension benefits we ourselves have paid into over the course of our working lives, and they don't want young workers to have similar pension rights and benefits.

Tune in to this issue! Speak out and protest against reductions in pensions, be that in the form of increasing the retirement age, reducing indexing, increasing worker payments into the plans, or reducing pension increases with each year of service. Your participation in this fightback, no matter what your age, is critical!

Carol Read, Grievance Officer, CUPW Edmonton

### **About the Canada Post Pension Plan:**

An **UNREDUCED** pension is based on age and years in the plan. 55 years of age, 30 years in the plan. If you retire and draw your pension before you have both the age and the years of service, your benefit is reduced.

A **MAXIMUM** pension (70%) is based on the maximum years allowed in the plan, 35 years. If you retire and draw your pension after your 35 years in the plan, and after you are 55 years of age, your benefit will be at it's maximum.

If you are 60 years of age, your pension will not be reduced if you have less than 30 years.

If you are retiring on a medical pension, your pension will not be reduced by a penalty.

If you contributed to the pension plan as a part timer, time is pro-rated to full time.

If you are a part timer and you work extended hours, all your hours worked up to 8 hours are pensionable. Keep track of your hours!

Pension sessions offered by Canada Post are paid for out of our pension plan and are provided by a paid contractor.

Personal pension consultations used to be part of the work of the benefits clerks upstairs, remember?

Pension sessions offered by the Union are paid for out of your union dues and are provided by volunteers.

The Canada Post Pension Plan information line is staffed by PSAC members: 1-877-480-9220 -Karen

# Retirement Security for Everyone

The Canadian Labour Congress materials 'Canada's Economy...Let's Make It Work for Everyone' include some important information on pensions and retirement security for all workers:

Recent events have exposed major faults in our pension system. Our public pensions – Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) plus the Canada Pension Plan – provide a secure income in retirement. But even the maximum value of those pensions falls far short of what people need to maintain a decent standard of living after retirement.

About one in five private sector workers belong to a private pension plan. Very few non-unionized workers, with the noted exception of managers and professionals, are covered by plans. Many of the plans which do exist are on shaky financial ground because of low interest rates and the recent collapse of stock markets. Some workers have discovered that when their plans get into financial trouble, there is little help available.

RRSP's are often billed as the solution to our pension woes. They are supposed to fill the gap left for those not covered by private pension plans – but RRSPs have failed us. The average worker approaching retirement today has saved only enough to buy a monthly pension of about \$250 per month.

People should not be left to fend for themselves in retirement. It's time for a change in emphasis toward public pensions and toward greater security for people who belong to existing employer plans.

We must expand public pensions and reduce our reliance on financial markets for economic security. Public pensions remain secure but they replace only a modest share of our previous work-related earnings.

We propose that the federal government:

**-Phase in a doubling of payouts from the Canada Pension Plan (CPP) and the Quebec Pension Plan (QPP)**

(based on gradually increasing premiums over 7 years, to 7.8%)

**-Immediately increase Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) for all retirees**

(based on re-aligning the small personal tax cuts they announced)

**-Create a national pension insurance fund to ensure that workers' defined benefit pensions aren't at risk when employers go under or speculative bubbles go bust. The United States has a pension guarantee fund covering up to about \$50,000 of pension income.**

(based on a 0.1% financial transfer tax on Canadian stock markets, creates an agency to adopt pension plans abandoned in corporate bankruptcy, similar tax exists in 13 other countries)

More information is available at

**The Canadian Labour Congress,  
2841 Riverside Drive,  
Ottawa, Ontario  
K1V 8X7**

or at

**[canadianlabour.ca](http://canadianlabour.ca)**

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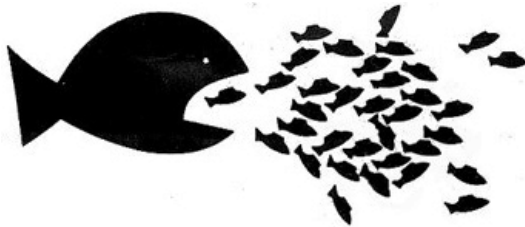
## The Fight for 2011 Starts Now – Get Organized!

Roland Schmidt, Letter Carrier, Steward, Depot 3



**In the fall** CUPW will be entering negotiations with Canada Post for a new Urban

Operations Collective Agreement amidst the most threatening bargaining atmosphere in recent memory. In addition to the mountain of problems left unresolved by the 2007 Agreement we will be forced to confront the sweeping plans management is trying to unilaterally implement via the Modern Post. Looking to the cold hard facts of history as our teacher, we know that the 2011 Agreement and the ongoing Modern Post project will be nothing short of a bitter collision of interests between management, who have been shown to be pathologically incapable of caring for its employees, and the workers, who only have what they do because they've forced it out of the company.



Across the country CUPW leadership is already trying to

rally the membership to prepare for the fight that we will be facing. Within Edmonton the Organizing Committee has been developing a strategy to help get our own Local ready to make its voice heard. But in order for that voice to be heard it must first be focused and then channelled into action. "You are the Union!" should not be dismissed as mere hive-mind rhetoric; it is a perspective to impress upon members that the Union is only as strong as our involvement – without our concrete participation the Union is utterly and completely powerless. It is *not enough* to feel frustrated with how badly Canada Post is run, or angered by how disrespectfully management treats us; we must assert ourselves. Otherwise, the only kind of change that we can reasonably expect will be the kind that Canada Post has just announced in implementing the Modern Post out East: the elimination of 306 jobs in Hamilton, Toronto, Scarborough and Montreal. Make no mistake: changes that benefit the workers will only come to exist by the workers forcing that change – just as always.

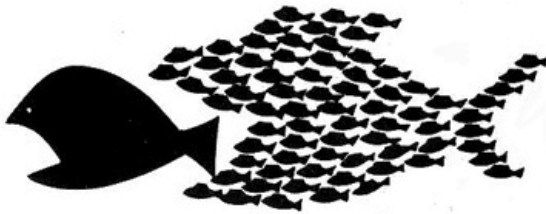
The first step that the Organizing Committee has planned for the Edmonton front is to get members to participate in a survey. We are asking what you are most concerned about going into 2011 and the Modern Post, what could most be improved about our quality of work, and what job demands are most important to make us feel more secure about our future. Once this information is compiled, city-wide campaigns and **(continued page 10)**

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(continued from page 9)

job actions will be orchestrated to let management know, long before they try to derail negotiations or enact Back-to-Work Legislation, that we will not let *them* dictate to us how it is going to be – *we* make this company work, not management. Additionally, Edmonton will be able to help set the tone and provide leadership for similar activities in other Locals throughout Canada.

Very soon, the nature of our jobs will drastically change and our security will be challenged. If we want the coming changes to reflect our best interests, in any way, we will have to assert ourselves and get involved; not just by complaining, but by doing – by *acting*. The Union strength comes from you and me: the members. The Organizing Committee is already mobilizing but we still have a lot of recruiting to do. Take ownership for your future in this company. Take responsibility for the Union you want to see: join the Organizing Committee.



### Organizing Committee Meetings

**When:** 3<sup>rd</sup> Thursday every month, 4:30pm

**Where:** EDM CUPW Office 11001 107 St

**Info:** Bev Ray 7804239000 union@cupwedm.net

## Dates to Remember for Urban Unit Negotiations

A part of the process to prepare for the urban unit's negotiations, the important dates to remember are:

- February 2010: Discussion paper to be received by Locals
- March 5, 6 and 7: Prairie Regional President's meeting
- March Area Council delegates Meetings to prepare demands
- General Meeting to vote on local resolutions
- Deadline for locals to submit resolutions to their respective regions: 45 days before the Regional Conferences.
- June 18 to 20 : Prairie Pre-Negotiation Regional Conference.
- Mid-July: National Directors meeting to discuss the program of demands
- Beginning of Fall 2010: membership referendum to ratify demands
- October 2010: Notice to bargain sent to the employer.

It is important to keep this timeline in mind. The goal is to have members directly and fully involved in discussions when preparing for these negotiations. We must maximize the opportunities for involvement. That's what union democracy is all about.

- from the CUPW Discussion Paper, February 2010, as modified for Edmonton Local

## Supervisors Told to Discuss With Each Employee...one on one

According to sources, supervisors are to talk with you, alone, to help them earn a bonus. A discussion document tells the supervisor to ask questions and score you on : Health and Safety, Customers and Quality, Work Environment and Career Development. There is a scorecard for each employee to be filled out by the supervisor and filed. There are questions to answer in each category to grade the employee. For example, under work environment, one question is: **‘Does the employee work well with others?’**

Supervisors have been directed to ‘reinforce positive behaviours’, ‘sincerely express appreciation for how this employee helps your team achieve its goals’, and ‘discuss opportunities for improvement as applicable’. And to note in their report on you anything you ask about or comment on.

The supervisors are to respond in the following way if the employee asks for a shop steward:

**‘Q: What if my employee wishes to attend one of these discussions with a union steward?’**

**A:** As the meeting is an informal one-on-one discussion, union representation is not expected. However, should the employee insist on union representation, explain the purpose of the meeting as informal and just a general discussion. Should the employee persist with their request, use your discretion and if you are comfortable with the union representative attending the informal meeting, proceed accordingly.’

**We do not advise you to participate in these discussions.** Beware of the one-on-one chat on the workfloor too...is the supervisor asking questions so he can file a report on you and earn his bonus? Your right to request a shop steward and be represented by the Union is **very important**. Do not give it up. Ask yourself, why does the employer want to exclude the Union????





# At the General Membership Meeting February 7, 2010

**Executive election for Chief Shop Steward Stations and Depots:** elected Jerry Woods.

Financial reports for December and January



tabled to March meeting.

Moved seconded carried to write a letter from the Edmonton Local to the National Executive Board objecting to the cancellation of the pre-negotiation area council meetings that are required under the National Constitution, requesting that a written explanation be provided.

Moved seconded carried that the Edmonton Local request 7.58 funding to cover half of the participants from the Edmonton Local attending the Prairie School for Union Women in June 2010.

Moved seconded and carried that the local by-laws be changed to include in the duties of the Vice-President, the liaison and maintenance of any private sector bargaining units attached to the local.

**Elections:**

Environment Committee: Dejan Misovec  
InsideOut Committee: Roland Schmidt

By-Laws Committee: Larry Dionne  
Social Committee: none  
Edmonton and District Labour Council Delegates:  
(8)  
Raj Sharma  
Brian Henderson  
Parminder Pannu  
Norm Burns  
Jerry Woods  
Larry Dionne  
Bev Ray  
Susan Wilson

EDLC School:  
Brian Mottershead  
Zen Manning

Education Committee:  
Amir Sheikh  
Discipline Committee:  
Zen Manning

Notices of Motion: (see opposite page)

Sworn in by President Bev Ray:  
Jerry Woods as Executive member  
Cathy Furtak, Zen Manning as Stewards



**Canadian women have 'lost ground'**

Groups take issue with Ottawa's rosy depiction of progress in wage equity, other equality issues

By JOAN BRYDEN The Canadian Press

Mon. Feb 22 - 4:54 AM

OTTAWA— The push for women's equality in Canada has stalled or regressed in many areas under the Harper government, women and labour groups say in a submission to the United Nations.

The submission, to be provided to a UN conference on women next month, takes issue with the federal government's relatively upbeat assessment of the progress Canada has made toward gender equality.

"Canadian women have lost ground in many areas over the last 15 years," said Barbara Byers, executive vice-president of the Canadian Labour Congress, in a statement accompanying the submission.

"Our government has sent a report to the United Nations that paints a rosy picture on women's equality in Canada. We have written our own document and it is a reality check on what the government is saying."

Next month's meeting is aimed at measuring the progress made since the UN's Fourth World Conference on Women 15 years ago.

The submission by labour and women's groups acknowledges that progress has been made on some fronts.

For instance, it says women have made "significant gains" in access to higher education, now making up more than half of all students enrolled in undergraduate university programs.

Even so, it says men with doctorates are still twice as likely to be named full professors than women with doctorates. And women working in academia earn only 79 cents for every dollar earned by men — only slightly better than the overall 70.5 per cent wage gap.

As for women's representation in politics, the report points out that Canada's ranking in the world has slid to 49th from 47th, behind a significant number of developing countries.

Women currently account for 22.1 per cent of Parliament, even though they make up just over 50 per cent of the population. And while that's the highest political participation rate for women in Canadian history, it's inched up only marginally over the past dozen years.

The report lays the blame for much of the backsliding squarely on the government of Prime Minister Stephen Harper.

"There has been a systematic erosion of the human rights of women and girls in Canada," it says. The report recounts how the Harper government eliminated (and later reinstated) the phrase "gender equality" from the mandate of Status of Women Canada, closed 12 of 16 Status of Women offices, reallocated funding from women's advocacy organizations and eliminated funding for the court challenges program, which helped women pursue equality rights cases in court.

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## Our e-mail address:

**union@cupwedm.net**

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

## Edmonton Local Executive

Full Time President : Bev Ray

Vice-President:: Raj Sharma

Full Time Secretary-Treasurer: Sue Wilson

Full Time Grievance Officer: Carol Read

Full Time Health and Safety Officer: Mike Painchaud

Education Officer: Larry Dionne

Organizing Officer: Nick Driedger

Recording Secretary: Bena Pattni

Sergeant-at-Arms\Editor: Karen Kennedy

Route Verification Officer: Brian Blair

Chief Stewards: Bulk Mails: vacant

Letter Mails: Asma Burney

Transportation: Greg McMaster

Wickets & Affiliate Offices: Linda Nyznyk

Stations and Depots: Jerry Woods

Maintenance: Norm Burns

Rural & Suburban Mail Carriers: Peggy Maxwell

The Executive meets the 3rd Thursday of each month.

Positions are elected each April for 2 year terms.

### Inside Out Deadline

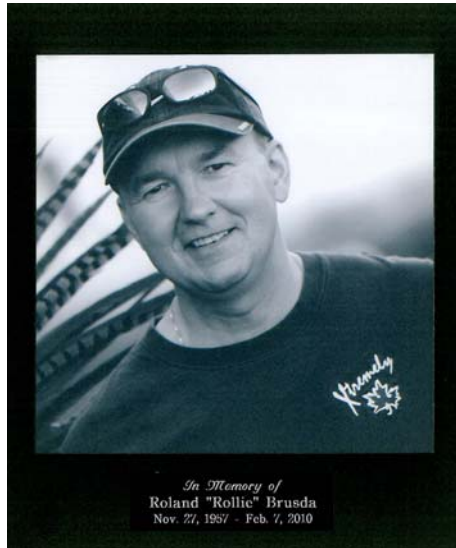
April Issue

**Friday, March 12th,  
noon**

**HAVE YOU MOVED?**

**ARE YOU PLANNING TO MOVE?**

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



### Popular Letter Carrier Dies Unexpectedly

Co-workers, friends and family mourn the passing of Brother **Rollie Brusda**, letter carrier at Depot 9. Rollie worked for many years on the dock in Transfer as a mailhandler before he went out as a letter carrier in the early 90's. Rollie played hockey, was very active and fit, and was only 51 years old. He is survived by his wife, Carol Watkins Brusda. He is sadly missed by his many friends and family. May he rest in peace.

## March Events:

**March 2: Letter Carrier Shop Stewards: 2pm to 4pm**

**Environment Committee 6pm to 8pm**

**March 3: Letter Carrier Shop Stewards: 2pm to 4pm**

**March 5,6,7: Regional President's Meeting**

**March 6: Route Measurement Committee 10am to noon**

**March 7: General Membership Meeting noon to 2pm**

**Film Presentation at 2:00pm Women's Committee**

**March 10: Retirees Committee 10am to 11:30am**

**March 14: Local Pension Course**

**March 18: Executive Committee 9am**

**March 26: EMPP Shop Steward meetings:**

**March 27,28,29: 3 day Regional School**

By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

Trees Saved	1	Landfill lbs	115
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	223
Water Reduced Gallons	1,083	Energy BTU (000)	1,466

Above information is based on use of the following products:

2500 sheets of 23x35 **Enviro 100** 50 lb. Offset

Data research provided by Environmental Defence

