



October 21, 2015

Read This: It Concerns You

Last July, Golder & Associates provided the parties with the results and recommendations of their ergonomic study of the multiple-bundle delivery method. **Their report concludes without a shadow of a doubt that the single-bundle delivery method, with all the mail sorted at the case, is still the safest, and poses the least amount of risks for workers.**

We are dealing with employer representatives who are acting in bad faith and simply want to save their own skin after recommending that upper management implement the multiple-bundle delivery method. Their decision to continue imposing this method, which poses more risks than the traditional method, says a lot. Responsible employers recognize that their company's success is predicated on having happy and healthy employees, but that is not how Chopra and his Board of Directors see things.

FORMAL NOTICE TO EMPLOYER REPRESENTATIVE BRUNO CADIEUX

On September 9, 2015, the Union notified the employer to restore the single-bundle delivery method within 10 days following receipt of such notice, and allow the casing of sequenced mail. The employer refused.

This means that your health and safety mean absolutely nothing to the employer. By imposing a method that poses more risks for your health and safety because it allows it to overburden you and to eliminate decent jobs, the Corporation is refusing to do what's best for your quality of life.

Do you think the Corporation is treating you like mules? You know the answer!

APPLICATION FOR A CEASE AND DESIST ORDER

On October 2, 2015, the Union informed the Corporation that it was applying to a national arbitrator for an interlocutory injunction. The Union maintains that the Corporation is in violation of the collective agreement, more specifically, clauses 33.01 and 33.02, as well

as the *Canada Labour Code* and the *Canada Occupational Health and Safety Regulations*.

We will be submitting to the arbitrator that the employer is obviously acting in bad faith, in light of the arbitration decisions rendered in recent years on health and safety issues, particularly national arbitrator Burkett's decisions, as well as the Golder & Associates' report on letter carrier work methods.

Because the Corporation continues to deliberately jeopardize the health and safety of workers, the Union is seeking **damages for adverse effects and exemplary damages resulting from a deliberate violation of the legislation and the collective agreement.**

The application for an interim injunction will be heard by national arbitrator Picher on October 28 and 30, in Ottawa.

For more information on the recommendations of Golder & Associates, read the national bulletin on this subject dated September 18, 2015. (Bulletin 2015-2019/No.29)

The struggle continues,

Carl Girouard
National Union Representative

2015-2019 / Bulletin # 047

/bkcope225/mp cupe 1979