



Bargaining for a Better Future at Canada Post

Over the last several years, postal workers have faced attacks from both management and the Government. When we first launched the Save Canada Post campaign, many said that it was a lost cause. Even some of our allies didn't think it was possible to stop the cuts that had been announced. It's a good thing we didn't listen to them! After years of mobilization, we finally succeeded in defeating Harper's agenda and saved door to door delivery.

With new management coming to Canada Post and the Government's new focus on service, it appears there is finally an opening to expand services.

We face a tough round of bargaining with many issues to resolve. Unity and solidarity have never been more important.

Postal Banking

CUPW launched a campaign for postal banking in October of 2013. We quickly learned that most people had never heard of postal banking. When we approached allies or people in Government, we were met with blank stares. But postal banking is an idea that makes sense, so our first task was to educate people about what postal banking is, how it works around the world, and how it could work here.

We worked with the Canadian Centre for Policy Alternatives to develop a series of reports examining the issue and how it would apply in our context. We created materials to educate the public. We organized an international postal banking symposium, bringing experts from postal

banks around the world to Ottawa. Nearly five years later, our work is beginning to pay off.

Postal Banking is now gaining traction. Seven hundred municipalities in Canada have now passed resolutions supporting postal banking. Our coordinators have done an incredible job reaching out to municipalities, allies, and even those in government with these ideas.

Today, establishing banking and financial services at Canada Post is looking more and more like a real possibility. The New Democratic Party has now come out in support of

the idea and it is gaining momentum on the Hill. If we keep up the pressure, keep up the campaign, keep connecting with our communities and putting pressure on politicians, we can make it happen.

Climate Change

Amidst all of the other challenges facing postal workers, there is an elephant in the room that is hard to ignore. Anthropogenic climate change is the greatest threat facing humanity today and postal workers have a role to play in meeting this challenge. In this fight, we are not alone.

Humanity, collectively, must reduce and eliminate emissions of CO2 and other greenhouse gasses. Canada Post is the largest piece of federal infrastructure, has the largest vehicle fleet in the country, and therefore, has a responsibility to play a leading role in this initiative.

We met with our allies in the environmental movement and developed the Delivering Community Power campaign. We imagined what the post office might look like in a carbon-free economy. We thought about how Canada Post could be used to lead the transition to a green economy by

offering targeted services that would reduce emissions.

By installing charging stations for electric vehicles, Canada Post could help electrify our highways and make it possible for the entire country to transition to electric vehicles. Canada Post could expand into grocery delivery, reducing carbon emissions by reducing traffic and could also make use of its real estate across the country to install solar panels on roof tops, helping to generate clean energy to power their operations. A postal bank could be used to offer targeted programs



Rural and Suburban Mail Carriers Fight for Equality

PUBLICATIONS MAIL AGREEMENT NO. 40064660
RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
CANADIAN UNION OF POSTAL WORKERS
377 BANK STREET
OTTAWA ON K2P 1Y3





Postal workers march to the Prime Minister's constituency office in Montreal during the 2016 negotiations.

to facilitate the green shift. In this round of bargaining we are demanding that the corporation set up joint climate-change committees in every workplace, allowing activists across the country to engage in greening the operations of Canada Post.

Bully Bosses Campaign

In January, during a town hall meeting in Winnipeg, the Prime Minister was asked about bullying, harassment and intimidation at Canada Post. To his credit, the Prime Minister immediately took responsibility for the problem and vowed to take action.

Following this, we put out a call for members to send us their stories of bullying, harassment and intimidation on our work floors... and the flood gates were opened.

We received a tidal wave of reports of abusive behavior on our work floors. It is clear, as we have all known for many years, that there are serious problems on our work floors. Management uses bullying and intimidation as a means of cutting costs, as anyone who has been disciplined for 15.08 overtime knows. Harassment from supervisors is rampant and management does not deal with this issue well. We have met separately with Minister Qualtrough, and the highest levels of the corporation on this issue. It is

clear that a culture-change is needed throughout Canada Post. Whether the new leadership will take this opportunity to make real change remains to be seen.

Equality

One of the major themes in this round of bargaining is equality. Rural and Sub-urban Mail Carriers have been treated like second-class workers for decades. In 2016, we negotiated a landmark pay equity process to address this issue. The pay equity process has concluded; we have received the decision and are analyzing the results. Updates will be available on the CUPW website. Our demand at the bargaining table remains: one collective agreement with equality for RSMCs.

We are also struggling for equality for terms and casu- als in the urban operations bargaining unit. Following Harper's back-to-work legislation, devastating changes to the pay scale were implemented which dramatically lowered the starting wage for new hires and extended the period of time it took for them to reach the top rate. Postal workers

should not be forced to work side by side with people getting dramatically different pay for the same work. It threatens to undermine solidarity in our union and is an affront to justice.

Work/Life Balance

Across the country our members are being overburdened and overworked. Serious problems with the route measurement system must be addressed. As the shift from retail to online shopping accelerates, parcel volumes are rising through the roof. While it is good to see more business at Canada Post, it is having an adverse effect on our members,

who are increasingly asked to do more with less. Getting proper time values for parcels must be a top priority in this round of bargaining.

Forced overtime and other staffing issues are also hurting us. Postal workers deserve to have a predictable workday. We all deserve to have time for ourselves and for our families.
*We are not robots.
We are not slaves.*

The Struggle Continues...

It is becoming clear that a tectonic shift is taking place at Canada Post. We have campaigned for years

that service expansion, instead of cuts, is the way forward, and it seems like the message is finally starting to get through. New management at Canada Post has changed the rhetoric. We are hearing about a new focus on service and service expansion, instead of cuts and austerity.

But we should not fool ourselves. A change in rhetoric does not necessarily mean a change in reality. And while many doors are now opening, we still have to walk through them ourselves.

At the end of the day, the only way to make this round of negotiations a success is to mobilize and unite behind our negotiators. In the coming weeks it is vitally important that members get involved. Follow the updates from our negotiators, get out to union meetings and take part in work floor actions that will let management know we are prepared to fight for our demands.

Together, we will win.



In Solidarity,
Mike Palecek
Mike Palecek
National President



Postal workers take to the streets of Montreal in 2016 to let the Government know they will fight to save Canada Post.

National Board of Trustees

First Verification
February 22 to March 3, 2016
2015-2019 Term

1. INTRODUCTION

The National Board of Trustees met from February 22 to March 3, 2016 at the National Office of the Union in Ottawa for the first verification of this mandate.

As provided in the National Constitution under sections 4.96 to 4.99, we have completed an examination of the financial transactions of the Union for the period of July 1, 2014 to June 30, 2015.

The work of the National Board of Trustees consisted of examining the national treasury books, vouchers pertaining to expenditures, expense accounts for National and Regional Officers and Union Representatives as well as all other documents deemed useful and necessary for a sound administration of the union funds.

2. COMPOSITION OF THE NATIONAL BOARD OF TRUSTEES

The National Board of Trustees is composed of the following members:

Pacific Region Brother Anthony Holzer	Chairperson
Atlantic Region Brother Kevin Peterson	Secretary
Quebec Region Brother Jean Marcon	Member
Metro-Montreal Region Brother Roland Savard	Member
Central Region Sister Mary Aitken	Member
Metro-Toronto Region Brother Gurpreet Nijjar	Member
Ontario Region Brother John Lawrence	Member
Prairie Region Brother Robert Laliberte	Member

At our first meeting held on February 22, 2016, the National Board of Trustees elected Brother Anthony Holzer, Pacific Region, and Brother Kevin Peterson, Atlantic Region, Chairperson and Secretary of the Board respectively.

All elected Trustees, from their respective regions, were in attendance for the first verification of this mandate.

3. RESOLUTIONS AND RECORDINGS

The National Board of Trustees verified all resolutions and records of proceedings of the National Executive Board meetings for the period of July 1, 2014 to June 30, 2015, for the purpose of verifying financial resolutions, as per section 4.99 of the National Constitution.

During this verification, the National Board of Trustees continued to find resolutions that did not contain a dollar amount and/or which fund was to be accessed so as to allow us to properly verify that expenses were constitutional. The Trustees noticed an improvement in this mandate’s resolutions from the National Executive Board.

Therefore the National Board of Trustees recommends:

- That the National Executive Board defer a resolution until a dollar amount, timeframe and fund that it applies to are attached.
- The National Executive Board strives to meet the requirements of this recommendation. Where deferring a decision until complete financial information is received does not adversely affect the cost of such decision, the Board will do so.

4. ANNUAL VERIFICATION

The National Board of Trustees met for the first time since the 2015 Quadrennial Convention which made changes to our National Constitution, including Article 4.

It is noted by the National Board of Trustees that section 4.95 of the National Constitution was not complied with.

On February 22, 2016, the members of the National Board of Trustees arrived at National Office to find the office of the Director of Finance and Administration vacant. The National Board of Trustees had immediate concerns as the Director of Finance and Administration serves as an integral part in our verification process.

After questioning the National Secretary-Treasurer on the morning of February 22, Sister Collins informed the National Board of Trustees that the National Executive Board had reached a decision to not renew the contract for the Director of Finance and Administration.

The National Board of Trustees applauds the work of the former Director of Finance and Administration. Her knowledge, guidance, understanding and ability to explain documents in a way that enabled us to understand them will be missed. The National Board of Trustees wishes Linda Desjardins Bergeron a successful future wherever it may take her.

5. 2015 CUPW NATIONAL CONVENTION

Based on a computer printout, our verification work as well as the information available up to date, the total cost of our National Convention which took place in Toronto from May 4 to 8, 2015 is \$3,693,078.88.

The costs for the 2015 convention are broken down as follows:

Meeting room rental	\$123,996.37
Accommodation	\$1,048,586.77
Travel	\$378,864.35
Simultaneous interpretation	\$172,248.94
Interpretation equipment	\$698,723.95
Per diem	\$263,138.25
Equipment rental	\$6,398.21
Child care	\$42,940.00
Host Committee	\$20,935.51
Lost wages	\$510,534.11
Other	\$9,824.06
Computer equipment	\$4,297.45
Drinks and food	\$488.98
Professional fees	\$109,989.71
Telephone	\$347.54
Postage	\$15,190.42
Printing and supplies	\$198,922.60
Verbatim report of debates	\$27,366.95
Staff wages	\$65,444.71
Registration fees (from observers)	\$(5,160.00)
Total	\$ 3,693,078.88*

* Special Assessment (January 2015)	\$1,983,659.35
Final cost out of General Fund	\$1,709,419.53

The special assessment was a sound financial decision by the National Executive Board.

Convention Year	National Convention Costs	Increase Over Previous Years
2005	\$3,158,047	
2008	\$3,241,353	\$83,306
2011	\$3,474,518	\$233,165
2015	\$3,693,079	\$218,561

The National Board of Trustees was able to verify that National Convention expenses were made in accordance with the National Constitution.

6. STRIKE AND LOCKOUT EXPENSES

During this verification, the National Board of Trustees was able to verify the amounts that were taken from the Defence Fund to pay for strike/lockout related legal activities, as per section 7.20 of the National Constitution.

The chart (on page 4) reflects verified reports received from Locals as of June 30, 2015.

This concludes the report on the 2011 strike/lockout expenses.

7. LOCAL FINANCIAL REPORTS

The National Board of Trustees reviewed all the Annual Financial Statements that were received from the Locals covering the period of July 1, 2014 to June 30, 2015, and in some cases, prior financial statement as the need arose.

As per section 9.30 of the National Constitution, each Local receives a blank financial statement to complete and return to National Office yearly. The obligation of completing this document falls on the Local Secretary-Treasurer, as per section 9.29 of the National Constitution.

- For the 2014-2015 fiscal year, there were a total of 30 Locals that had not filed Annual Financial Statements (see chart on page 4). This is a marked improvement from 2013-2014 where 45 Locals were non reporting.
- There is a total of 80 Locals that had not submitted their per capita dues payments to Labour Councils, as per section 9.42 of the National Constitution.
- One Local did not submit its financial statement on the proper form thereby causing errors to be made on their statement.
- Despite yearly reminders from the National Secretary-Treasurer on completing the Annual Financial Statement, there is a total of 92 Locals that had either not reported, had incomplete Annual Financial Statements or did not have a balanced statement. Some Locals have not balanced their finances in more than a decade.

It must be noted that there is no way of knowing if funds are missing from Locals if their Annual Financial Statements do not balance or are not done correctly.

- Some Locals have not reported all of the funds belonging to the Local. Many Locals have submitted bank statements to substantiate their Annual Financial Statements and several of those bank statements show other funds in accounts other than the general account. These funds, investments and shares must be accounted for in their annual report.

Therefore the National Board of Trustees recommends:

- That the National Secretary-Treasurer, in conjunction with the National Directors of each region, continue to contact all Locals in writing as a reminder to meet their obligations under section 9.29 of the National Constitution. A copy of said notice to be placed in the Local Annual Financial Statement file at National Office.
- Locals are advised annually of their obligations under section 9.29 of the National Constitution. Reminder notices are sent to those Locals delinquent in submitting Annual Financial Statements. The notices are copied to the respective National Director and to the Local’s file at National Office.
- That the National Secretary-Treasurer, in conjunction with the National Directors of each region, contact all Locals, in writing, as a reminder to meet their obligations under section 9.42 of the National Constitution in regards to payment to Labour Councils. A copy of said letter is to be placed in each Local’s Annual Financial Statement file at National Office.

The cover letter sent to Locals with the Annual Financial Statement form includes reference to the obligation to pay per capita to their District Labour Council. The detailed instructions on how to complete the AFS has been amended to include detail about District Labour Council payments and the ramifications of a failure to pay. In the National Office filing system, there is a folder for each Region intended to hold correspondence that applies to all Locals within the Region. A copy of the above cover letter will be placed in those folders.

- That the National Secretary-Treasurer, in conjunction with the National Director of each Region, ascertain which Locals within their Region have a Labour Council to support, and that this be noted in the Annual Financial Statement file at National Office.
- The Canadian Labour Congress has recently provided an updated list of 105 active District Labour Councils, including their locations. The District Labour Council associated with each Local has been noted in the Local’s Annual Financial Statement file.
- That the National Secretary-Treasurer request each Local to submit a bank statement for each

account that the Local holds, to be dated June 30 for the year in which the Annual Financial Statement is to be filed, to verify all funds on hand and to assist the National Board of Trustees in carrying out their duties.

The request to provide the June 30 bank statement along with the Annual Financial Statement is currently included in the instructions for completing the AFS. This portion will be enhanced to ensure Locals provide documentation of all their funds, including investments like term deposits and GICs.

7.5 That the National Secretary-Treasurer in conjunction with the National Directors, remind each Local in writing that they must report on all accounts that include funds collected and or derived from dues and investments held by that Local.

As per the previous response, the instructions given to Locals concerning the completion of the Annual Financial Statement will be enhanced to ensure Locals are aware of their obligation to report on all accounts and investments that include funds collected as dues.

7.6 That the National Secretary-Treasurer amend the form for Annual Financial Statements to include a place to enter investments, numerous accounts, shares (as per credit union practice), and any other funds belonging to the Local.

In addition to amending the instructions document, the bank reconciliation portion of the Annual Financial Statement will be changed to include the reporting of all accounts and investments that contain funds collected as dues.

8. EXPENSES FOR REGIONAL ACTIVITIES

The National Board of Trustees examined the expense accounts with respect to union activities for which the National Directors have received an advance. During this verification, 58 activities were held throughout the eight regions.

8.1 All regions have submitted their expense reports required under section 5.13 of the National Constitution. The vouchers included were clear and easy to check.

We, the National Board of Trustees, appreciate the work done by the regions in submitting their activity reports, and ask them to continue their efforts in this regard.

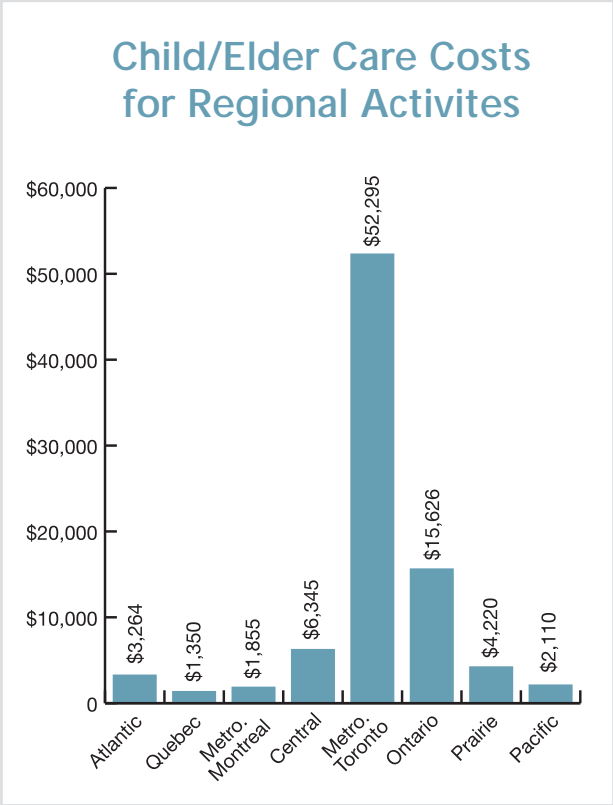
8.2 All regions had outstanding balances due to National office as of June 30, 2015. Outstanding balances are to be expected and are little cause for concern; as long as they are reconciled in a timely manner; because of the timeframe involved between the advance being forwarded, holding the activity and the final reconciliation of the accounts.

The National Board of Trustees appreciates the efforts of the regions to reconcile these accounts; as this has been a concern during past verifications.

8.3 Child/Elder Care Costs

The National Board of Trustees has concerns about members understanding of the guidelines for claiming child/elder care expenses.

The total costs associated with child/elder care for this verification period are \$87,065.



Therefore the National Board of Trustees recommends:

8.1 That the National Directors provide a clear written explanation to delegates prior to the activity for the use of child/elder care, as per section 4.63 of the National Constitution.

The criteria and limitations on the use of child/elder care is clearly stated on the reverse of the application form. National Directors in their communications with delegates or participants in Union functions will bring these written instructions to their attention.

9. EXPENSES FOR REGIONAL OFFICES

The National Board of Trustees reviewed the files containing bank statements, reconciliation reports, forms and receipts for the expenses of regional offices for the period of July 1, 2014 to June 30, 2015.

9.1 Seven of the eight regional offices expenses are now paid by the National Office. Metro-Montréal region continues to submit their monthly expense report.

9.2 Seven regions have submitted bank reconciliation reports for the General Fund and the Activity Accounts.

9.3 The Prairie Region’s meeting account is still open for this verification.

9.4 The complete bank statement from Regional Offices are not always included.

The National Board of Trustees, appreciate and would encourage the National Directors to continue to submit copies of bank reconciliation reports, for all Union accounts in accordance with a prior decision made by the National Executive Board in June 2000.

Therefore the National Board of Trustees recommends:

9.2 That the Central Region submit all missing bank statements.

Copies of the missing bank statements have been submitted to the National Office.

9.3 That the Prairie Region close its meeting account and return those funds to National Office.

The activity account for the Prairie Region has been fully reconciled and closed with remaining funds returned to the National Office.

9.4 That all Regions submit their complete bank statements.

National Directors have been advised to ensure Regional Office bank statements are submitted each month to the National Office.

2011 Strike / Lockout Expenses

Region	Strike / Lockout Pay Advances	Strike / Lockout Pay	Other Expenses*	Funds Returned By Locals	Amounts Owing By Locals
Atlantic	\$650,368.00	\$568,267.00	\$4,993.31	\$77,107.69	\$0.00
Quebec	\$758,480.00	\$679,368.00	\$3,413.06	\$75,698.94	\$0.00
Metro-Montreal	\$1,906,025.00	\$1,427,651.00	\$0.00	\$478,374.00	\$0.00
Central	\$665,188.00	\$528,278.00	\$4,656.10	\$132,253.90	\$0.00
Metro-Toronto	\$1,301,520.00	\$895,821.60	\$1,019.84	\$404,678.56	\$0.00
Ontario	\$1,606,248.05	\$1,238,984.00	\$7,875.08	\$359,388.97	\$0.00
Prairie	\$1,336,529.00	\$875,745.00	\$5,364.39	\$455,419.61	\$0.00
Pacific	\$1,217,381.90	\$965,363.00	\$4,831.00	\$247,187.90	\$0.00
Total	\$9,441,739.95	\$7,179,477.60	\$32,152.78	\$2,230,109.57	\$0.00

* Strike/lockout pay expenses include all bank charges incurred for the distribution of strike/lockout pay. All amounts owed by Locals have either been received by National Office or have been deducted from Local rebates.

Local Financial Reports

Region	Number of Locals in Region	Financial Statements not received for 2014-2015	Number of Locals with Statements that do not balance	Non-payment to Labour Council(1)
Atlantic	35	3	6	13
Quebec	32	0	6	16
Montreal	2	1	0	0
Central	36	5	5	9
Toronto	1	1	0	0
Ontario	29	7	12	7
Prairie	34	9	15	14
Pacific	36	4	18	21
Total	205	30	62	80

(1) Non-payment to Labour Council does not include those Locals that have not filed a 2014-2015 Annual Financial Statement, thus there is no way to determine if such payment was made, or if they are exempt from this payment.

10. NATIONAL ACTIVITIES

10.1 The National Board of Trustees reviewed the expenses for the National Union’s activities for the period of July 1, 2014 to June 30, 2015.

During this verification, the National Board of Trustees reviewed expenses for:

Union Education Program	\$352,918.36
National Women’s Committee	\$72,055.00
National Human Rights Committee	\$214,192.00
National Board of Trustees	\$59,064.00
National Work Measurement Committee	\$17,766.00
National Health and Safety Committee	\$18,814.00
National and Regional Disciplinary Committees	\$1,329.00

10.2 The National Board of Trustees reviewed the expenses for the Union Education Program which took place in Port Elgin, Ontario during this verification period. Sessions 3 and 4 had a total of 99 participants.

- Session 3 – September 14 to 19, 2015
- Session 4 – October 19 to 24, 2015

The total expenditure for these two sessions amounted to \$352,918.36.

10.3 Other (non-mandated) National Activities:

The National Board of Trustees was also made aware of the following National activities:

- Turtle Island Course – August 2014
- People’s Social Forum – 2014
- Appendix “DD” Training
- U.E.P. Session (CLC Course Training 4 Change)
- Groups 3 and 4 Meeting – Toronto



11. REVIEW OF STATEMENT OF EXPENSES

The National Board of Trustees examined the individual statement of expense forms for the period of July 1, 2014 to June 30, 2015 for each of the National and Regional Officers, Union Representatives and Alternate Union Representatives.

- 11.1 During this verification period as well as many past verification periods, the National Board of Trustees found many individual monthly expense reports to have been combined over several months rather than being prepared monthly. The National Board of Trustees recognizes that, in some instances, this is a result of the individual being on leave.
- 11.2 In all too many reports of the National Board of Trustees, it has been recommended to introduce and make use of a log book mandatory for all vehicles owned or rented by the Union. Although the log book has been introduced and made available for use, in the response to the recommendation from the fourth verification of the previous mandate of the National Board of Trustees, the National Executive Board said: “vehicle log books are to be used...”, the reports show they are rarely being used. As previously noted, the use of a log book would remove the perception of Union vehicles, rented or owned, being used for personal use which is a taxable benefit under the Canada Revenue Agency guidelines.
- 11.3 As has been the case since the 5th verification of the 2005-2008 mandate of the National Board of Trustees, the use of rental vehicles continues to be a concern. Although there has been improvement in some regions, at least one region continues to raise concerns with vehicle rentals. There is still concern with the perception of long term rentals being used for personal rather than Union reasons. It was also noted that some longer term rentals were incurring a large fee for Loss Damage Waiver (LDW), often half of the rental fee.

Rental Vehicles by region including National Office:

Car Rental		
Region	2014-2015	2013-2014
National	\$7,880.37	\$18,880.92
Atlantic	\$1,024.14	\$1,336.42
Québec	\$1,824.91	\$3,113.26
Metro-Montréal	\$0.00	\$0.00
Central	\$9,529.90	\$4,051.55
Metro-Toronto	\$5,344.61	\$41,617.32
Ontario	\$51,893.45	\$79,839.68
Prairie	\$7,958.69	\$11,367.18
Pacific	\$4,737.88	\$2,881.05
Total	\$90,193.95	\$163,087.38

- 11.4 There has been an improvement in the use of travel and vehicle authorizations. It must be noted however that individuals are still not always following what is clearly outlined in sections 7.53, 7.54, 7.55 and 7.56 of the National Constitution in regards to the necessary authorizations. It was also noted that some authorizations have been dated and signed after the travel had occurred.
- 11.5 The inability to cross reference or verify the use of per diems has been raised by the National Board of Trustees as a concern for several verifications.

In the National Executive Board response to a past verification of the National Board of Trustees, it was stated that: “This recommendation will be examined in depth at the National Directors portion of the NEC/REC meeting...”. It was communicated to the National Board of Trustees that this examination did not occur.

Per Diem* by Region including National Office:

	Per Diem
National	\$119,981
Atlantic	\$24,046
Québec	\$25,780
Metro-Montréal	\$14,173
Central	\$25,892
Metro-Toronto	\$20,397
Ontario	\$21,138
Prairie	\$36,517
Pacific	\$40,391
Total	\$328,315

* Per Diem includes accommodation

Therefore, the National Board of Trustees recommends:

- 11.1 *That the National Secretary-Treasurer once again remind all Officers and Union Representatives and any other individuals affected of their obligation to submit monthly expense reports on a monthly basis.*
- A memo will be sent to all who submit expense reports, reminding them of their obligation to submit those reports on a monthly basis.*
- 11.2 *That the National Executive Board introduce and adopt a resolution which requires the **mandatory** use of vehicle **log books** for all vehicles owned or rented on a long or short term basis by the Union.*
- The National Secretary-Treasurer will submit a resolution to the National Executive Board, requiring the use of log books for vehicles owned by the Union and/or those rented for periods of 30 days or more.*
- 11.3 *That rental vehicles are returned before the term of insurance coverage provided through the credit card expires so as to avoid the unnecessary “LWD” charges. This term has been expressed to the National Board of Trustees as 30 days.*
- Those renting vehicles will be reminded to not incur fees for Loss Damage Waiver and make sure rental periods are limited to ones that provide insurance coverage through the corporate card program.*
- 11.4 *That the National Executive Board examine whether or not there is reason to purchase more vehicles, in light of the continued use of long term rentals.*
- The National Secretary-Treasurer will instruct the new Director of Finance and Administration to conduct an analysis of vehicle costs vis-à-vis purchase versus renting.*
- 11.5 *That the responses to the recommendations from the third verification of the previous mandate of the National Board of Trustees be followed.*
- This recommendation will be included on the agenda for the National Directors portion of the next meeting under section 4.03 of the National Constitution.*

12. ARBITRATION

The National Board of Trustees believes that as reported in previous verifications that there is still room to improve legal fee costs.

- 12.1 The table on page 6 totals \$2,667,705.70 and from this amount, we have broken down the arbitration costs into 6 categories.
- 12.2 Although there has been a decrease in the overall costs associated with legal fees, they still remain high. The costs for worker advocates have significantly decreased. The National Board of Trustees firmly believes that the use of Union Representatives and trained worker advocates will alleviate the costs of these legal fees.

Therefore, the National Board of Trustees recommends:

- 12.1 *Training and using Worker Advocates for the arbitration process, as per sections 10.13 to 10.16 of the National Constitution.*

National Directors will review their respective regional requirements for worker advocates and ensure there are sufficient trained resources to meet the Region’s needs. Each request for a legal authorization for arbitration and/or workers compensation hearings will include an explanation as to why a Union Representative or worker advocate is not available for the file.

- 12.2 *Union Representatives should have a larger role in the arbitration process.*

Union Representatives are assigned arbitration files and are expected to play the leading role in each file. In requesting legal assistance, the Union Representative is required to explain why such assistance is required.

13. ATTENDANCE

- 13.1 The National Board of Trustees reviewed annual, pre-retirement and personal days taken by National and Regional Officers and Union Representatives.

The National Board of Trustees confirmed that attendance records are based on the honour system, where individual Officers and Union Representatives are responsible for reporting their attendance on their monthly expense report.

For the 2014-2015 fiscal year, approximately 1,913 days of annual leave for National and Regional Officers, representing approximately \$519,516.73, were unused as of June 30, 2015, which represents a decrease of approximately 703 days over the 2013-2014 fiscal year.

We also noted that out of the 67 National and Regional Officers and Union Representatives covered by this verification, 6 had 10 weeks or more of annual leave credits carried forward while 8 had 5 or more weeks carried forward.

The National Board of Trustees also noted that the National Executive Board’s response to Attendance in the second verification of the 2011-2015 term, where it states: “The recommendation in the remaining three bullets will be considered in depth by the National Executive Board at its June 2013 meeting mandated under section 4.03 of the National Constitution”, did not occur.

At the June 2014 meeting of the National Executive Board, section 7.38 of the National Constitution was discussed with no final resolution to deal with the accumulating annual leave.

- 13.2 The potential liability to pay out unused personal days for National and Regional Officers as of June 2015 is \$36,191.51. It was noted that the use of leave forms in some regions was sporadic and some information was missing.

The National Board of Trustees noted that the National Executive Board’s response to “Attendance” in the fourth verification of the 2011-2015 term, where it states “The National Executive Board has adopted a process to ensure compliance with the provisions of section 7.38 of the National Constitution that respects the annual leave carry-over provisions of the Urban Operations Collective Agreement.”

Summary of Costs - Arbitration (110) as of June 30, 2015							
Region	Arbitrators*	Legal Fees**	Witness	Worker Advocates	Medical Review RSMC	Other	Total
National	\$124,973.57	\$423,013.05	\$22,142.30	\$14.82		\$56,250.34	\$626,394.08
Atlantic	\$245,254.33		\$976.68			\$1,867.32	\$248,098.33
Quebec	\$62,620.18	\$36,683.13	\$847.70			\$213.56	\$100,364.57
Montreal	\$124,894.38	\$88,828.49		\$74.26		\$14.82	\$213,811.95
Central	\$67,596.45	\$83,506.12	\$604.37				\$151,706.94
Ontario	\$317,026.01	\$252,956.55	\$13,333.37			\$290.13	\$583,606.06
Toronto	\$157,782.83	\$160,171.01	\$3,360.50			\$1,071.79	\$322,386.13
Prairie	\$206,146.21		\$1,465.03	\$2,032.03		\$4,520.28	\$214,163.55
Pacific	\$179,481.25	\$12,176.66	\$1,346.45	\$14,169.73			\$207,174.09
July 1, 2014 - June 30, 2015	\$1,485,775.21	\$1,057,335.01	\$44,076.40	\$16,290.84	--	\$64,228.24	\$2,667,705.70
July 1, 2013 - June 30, 2014	\$1,769,476.41	\$1,245,571.43	\$51,579.91	\$32,093.25	\$8,259.27	\$167,300.18	\$3,274,280.45

* Cancellation fees were included in arbitrator costs for charting purposes only.

** Professional fees are combined with legal fees for charting purposes only. National (\$3,686.10), Ontario (\$200) and Metro-Toronto (\$3,486.10) incurred these fees.

Therefore the National Board of Trustees recommends:

- 13.1

That all Officers and Union Representatives use their outstanding annual leave credits. That section 7.38 of the National Constitution be applied to unused leave balances at the end of the fiscal year, as per the previous response of the National Executive Board.

All officers and Union Representatives have been advised of a new process with respect to leave scheduling and accumulation that respects the provisions of sections 7.37 and 7.38 of the National Constitution.

All are required to provide a schedule by June 30 for use of their annual leave for the next fiscal year, to use their leave according to the schedule or provide alternate dates where leave is not taken and to provide a report by the end of the fiscal year of the activities that prevented him/her from taking their leave if such a situation occurs.
- 13.2

That the current expense reports be updated to reflect the current leave provisions.

The monthly expense report form will be amended to remove reference to sick leave in the section for report leave.

14. INSURANCE

As provided for under section 4.99 (a) of the National Constitution, the National Board of Trustees verified that a national insurance policy was in place to cover reasonable risk of loss, as of June 30, 2015. The insurance policy contains dishonesty coverage up to \$50,000 per occurrence.

The insurance policy is available in both official languages (French and English).

15. TERMINATION OF EMPLOYMENT AND MOVING

The National Board of Trustees reviewed the amounts paid to National and Regional Officers and Union Representatives who took or left office between July 1, 2014 and June 30, 2015.

Based on the information made available to us, the following amounts were paid out:

Moving and relocation expenses paid to 12 members	\$92,497.15
Unused annual leave	\$269,091.29
Section 7.41	\$92,666.12
Personal days	\$17,015.21
Total	\$471,269.77

Among those who left their positions, four had accumulated in excess of 100 days each of unused annual leave credits.

16. INVENTORY LISTS FOR NATIONAL AND REGIONAL OFFICES

- 16.1

In order for the National Secretary-Treasurer to do a proper accounting of the assets of the Union, as per section 4.55 of the National Constitution, it would require an inventory list from National Office as well as all eight Regional Offices. These lists should include all items purchased by union funds such as filing cabinets, office furniture, etc., essentially all items excluding office supplies.

The National Board of Trustees found that only the Atlantic and Central Regional Offices have updated their inventory lists even though the National Executive Board, in their response to the National Board of Trustees in the previous verification, stated that the updates would be scheduled as an annual initiative.
- 16.2

Also, as recommended in the fourth verification, the National Office and six Regional Offices whose inventory lists were not submitted were required to do so by April 30, 2015.

The National Board of Trustees found that this was not done as of June 30, 2015.

Therefore the National Board of Trustees recommends:

- 16.1

That a complete updated inventory list of the remaining Regional Offices and of the National Office be submitted to the National Office by June 30, 2016. National Directors and National Office are required to review and update their respective inventory lists prior to June 30, 2016.

The National Secretary-Treasurer has instituted a process for review and updating of inventory lists on an annual basis.
- 16.2

That the National and Regional Offices update their inventory lists annually as the National Executive Board has stated would be done in their response to the National Board of Trustees in the previous mandate.

The National Secretary-Treasurer has instituted a process for review and updating of inventory lists on an annual basis.

17. UNION FUNDS

- 17.1

The National Board of Trustees reviewed the annual audited financial statements prepared by the accounting firm of Marcoil Lavallée. These annual audited statements (2014-2015) provide data relating to the General Fund, Defence Fund and Reserve Fund.

As provided for in section 7.13 of the National Constitution, the following is a table providing the amount in each fund to June 30, 2015 in comparison with June 30, 2014.

	June 30, 2015	June 30, 2014
General Fund	\$(2,004,909)	\$(1,861,309)
Defence Fund	\$18,826,816	\$18,462,161
Reserve Fund	\$13,057,741	\$12,218,649

- 17.2

From July 1, 2014 to April 2015 (pre-2015 National Convention), the monies normally deposited into the Defence Fund were deposited into the General Fund.
- 17.3

The National Board of Trustees found, for the verification period, that the 5% transfers to the Reserve Fund were made monthly as per section 7.17 of the National Constitution.

Two and one-half percent (2.5%) of the Reserve Fund is allocated to external organizing activities, as per section 7.17 of the National Constitution.

18. CUPW BUILDING SOCIETY

CUPW Building Society was incorporated under the *Business Corporations Act of Ontario*. The Society was then continued under the *Business Corporations Act of Ontario* on June 16, 2009. The Society is the owner of three buildings, two condominium offices and five residential condominium apartments:

- CUPW National Office at 377-385 Bank Street in Ottawa, Ontario;
- CUPW Ontario Region at 344 Sovereign Road in London, Ontario;
- CUPW Pacific Region at 999 Carnarvon Street in New Westminster, British Columbia;
- Five residential condominiums located at 1227 Wellington St. in Ottawa, Ontario;
- CUPW Quebec Region at 5000 des Gradins Boulevard, Suite 340, in Quebec City, Quebec;
- CUPW Metro-Montreal Region at 565 Crémazie East, room 4400 in Montreal, Quebec.

Funding for purchase of the properties and share capital was obtained through investments of the Defence Fund which are non-interest bearing and have no defined terms of repayments. Based on the audited financial statements as of June 30, 2015, the balance on the commercial mortgage loan (from the Toronto Dominion Bank) is \$842,273 for the residential condominium apartments. The net value of the assets listed above of CUPW Building Society is \$8,469,485.

19. FINANCIAL REPORTS

- 19.1

The National Board of Trustees found that financial statements covering the period under review were not sent to the Locals in accordance with section 4.50 of the National Constitution.
- 19.2

The National Board of Trustees reviewed the budget which has not been sent to Locals under section 7.02 of the National Constitution and adopted by the National Executive Board at its January 2016 meeting.
- 19.3

The National Board of Trustees reviewed statements for the 2014-2015 fiscal year, as audited by the audit firm of Marcoil Lavallée and adopted by the National Executive Board at the meeting held on January 22, 2016. The balances of the various union funds have been reported in item 17.1 of this report.

19.4 The auditing firm of Marcil Lavallée has audited the financial statements of the Canadian Union of Postal Workers since 2000. The National Board of Trustees feels that the firm has presented adequate reports to the membership over these many years yet we wonder if we are getting the best service for cost.

Therefore the National Board of Trustees recommends:

19.1 That the National Secretary-Treasurer send copies of the financial statements to all Locals twice a year, as per section 4.50 of the National Constitution.

The National Secretary-Treasurer will ensure the Statement of Revenue and Expenditures is copied to Locals immediately following their adoption by the National Executive Board.

19.4 That a “request for proposal” be issued as per section 4.99 (b) of the National Constitution.

A request for proposal for auditing services will be sent in sufficient time for proposals to be reviewed by the National Board of Trustees at their next verification.

20. CUPW ADMINISTRATIVE STAFF

20 .1 All the staff working at the National and Regional Offices are covered by collective agreements negotiated between CUPW and their respective union.

	The Canadian Office and Professional Employees Union (COPE 225)	The Canadian Union of Public Employees (CUPE 1979)
Number of employees	46	23
Collective agreement’s starting date	January 1, 2012	August 16, 2009
Collective agreement’s expiry date	June 30, 2015	August 15, 2013

20.2 As of June 30, 2015, there were three administrative employees who were covered by individual contracts with CUPW. They are as follows with contract expiry dates.

1. Director of Finance and Administration:	April 2016
2. Director of Information Technology:	March 30, 2018
3. Director of E-Business:	August 2012

20.3 It has been noted for the fiscal year ending June 30, 2015 the potential payout for 304 days of unused annual leave for COPE 225 members at the National and Regional Offices is \$84,330.00.

The sick leave potential pay out for COPE 225 members at a rate of 20% is \$274,459.68 as per their collective agreement.

For the CUPE 1979 bargaining unit members at National Office the potential payout for 707 unused days of annual leave for the fiscal year ending June 30, 2015 is \$190,501.00.

21. JOE DAVIDSON FUND

The National Board of Trustees reviewed documentation indicating that no education bursaries had been granted under section 11.04 of the National Constitution ending June 30, 2015.

22. PAYMENT OF LEAVE FOR UNION BUSINESS (CLAUSE 26.06 OF THE URBAN COLLECTIVE AGREEMENT AND CLAUSE 21.04 OF THE RSMC COLLECTIVE AGREEMENT)

22.1 For the first verification period of July 1, 2014 to June 30, 2015, the National Board of Trustees reviewed the amounts for Leave for Union Business not paid at the Local level and therefore withheld from their Local rebates.

Amounts withheld:

Month	Amount Withheld from Rebate
July 2014	\$76,362.74
August 2014	\$73,924.81
September 2014	\$90,856.01
October 2014	\$89,357.21
November 2014	\$27,993.20
December 2014	\$19,454.44
January 2015	\$11,729.41
February 2015	\$81,012.00
March 2015	\$65,160.95
April 2015	\$18,357.76
May 2015	\$11,290.78
June 2015	\$21,093.15
Total	\$586,592.46

Region	Amount Withheld from July 2014 to June 2015
Atlantic	\$71,972.11
Quebec	\$37,489.87
Metro-Montreal	\$739.77
Central	\$35,085.14
Metro-Toronto	\$65,102.71
Ontario	\$253,235.72
Prairie	\$85,823.08
Pacific	\$37,144.06
Total	\$586,592.46

22.2 This 12-month total of \$586,592.46 marks a significant increase over the previous 12-month total of \$498,964.58 which was reported during the last verification and continues an upward trend.

22.3 The ongoing practice of union leave invoices not being paid at the Local level is worrisome and is not the best practice. National Office is not able to verify the dates and amounts of leave being charged to the Local by Canada Post, thus there is a high probability that Local funds are paying for union leave that should be paid for by Canada Post and not by the Local.

Therefore, the National Board of Trustees recommends:

22.1 That the National Union continue to recover current outstanding union leave payments and that it provide guidance (training/education) to the Locals who do not make payments appropriately, as per clause 26.06 of the Urban Collective Agreement and clause 21.04 of the RSMC Collective Agreement and who do not check their invoices for errors.

The National Secretary-Treasurer will have a review conducted of which Locals consistently have rebates withheld due to non-payment in order to identify problem Locals. National Directors will be advised of the result of such a review.

22.2 That the National Secretary-Treasurer continue to copy the applicable National Director on the monthly letter sent to Locals under subject matter “Outstanding Invoices Deducted by CPC.

All correspondence to Locals concerning recovery of union leave payments is copied to the respective National Director and this practice will continue.

23. APPENDIX “AA”

The National Board of Trustees has verified the cost of the Appendix “AA” Committee for the period of July 1, 2014 to June 30, 2015.

The Committee consists of two CUPW members working with the Corporation to identify, conduct and evaluate collection and delivery related projects. Members of the committee prorate the time on Appendix “AA” committee with a portion paid by Canada Post and a portion is paid by National office.

CUPW has paid \$78,102.37 as our share of the costs of this committee.

Current Appendix “AA” projects are:

- Statistical analysis of factors related to letter carrier injuries;
- Parcel Variability Project;
- Second Householder (Unaddressed Admail) Project.

24. SHORT TERM DISABILITY PROGRAM

The National Board of Trustees have noted a marked increase in the costs associated with the medical fees dealing with the final appeal process of the Short Term Disability Program. This is an expense to the Union that was not incurred under the previous Sick Leave Program. Although it is a necessary expense, this still causes concern for the National Board of Trustees as the fees have increased by 54% in a one-year period. (See chart on page 8).

25. SAVE CANADA POST CAMPAIGN

The National Board of Trustees has examined the expenses associated with the Union’s “Save Canada Post Campaign”. These amounts include expenditures such as, but not limited to, lost wages, salaries (campaign coordinators), printing, supplies and advertising.

	Amount Spent	From General Fund	From Reserve Fund
2013/2014	\$929,758.97	\$570,000.00	\$359,758.97
2014/2015	\$1,724,715.19	\$1,724,715.19	\$0.00

There were five co-ordinators working on the “Save Canada Post Campaign” as of June 30, 2015.

26. COLLECTIVE AGREEMENT FUNDS

The National Board of Trustees reviewed the various collective agreement funds negotiated for the benefit of the members.

Based on the Audited Financial Statements from July 1, 2014 to June 30, 2015

	Child Care Fund	International Fund	Education Fund
Revenues	\$2,227,038	\$120,794	\$2,546,120
Expenses	\$2,256,549	\$120,794	\$2,592,129
(Deficit) / Surplus	\$(29,511)	\$0.00	\$(46,009)
Balance as of June 30, 2015	\$3,811,213	\$0.00	\$1,564,964

The financial statements were prepared in accordance with the Accounting Standards for Not-for-Profit Organizations (ASNPO) and were revised retroactively to the fiscal year 2014-2015.

EDUCATION FUND – PRIVATE SECTOR BARGAINING UNITS

The National Board of Trustees also reviewed the education funds for the private sector bargaining units. Based on a computer printout as of June 30, 2015, the balances are as follows:

RMS Pope	\$3,000.00
NSMC – Bedford	\$26,121.00
Easy Express – Atlantic	\$1,000.00
Bee Clean – Windsor *	
Bee Clean – Hamilton	\$2,700.00
Bee Clean – Kitchener-Waterloo *	
Dynamex – Red River	\$28,080.00
Total	\$60,901.00

* Bee Clean – Windsor and Kitchener-Waterloo have merged with Bee Clean – Hamilton. Funds listed reflect this merger.

27. EXTERNAL ORGANIZING

27.1 According to information provided to the National Board of Trustees during this verification, the current status of funds being used for external organizing is:

Balance as of June 30, 2014	\$1,854,610.11
Plus 2.5% from the Reserve Fund (from July 1, 2014 to June 30, 2015)	\$728,334.84
Less expenses for the period of July 1, 2014 to June 30, 2015	\$(69,737.76)
Balance as of June 30, 2015	\$2,513,207.19

It should be noted that related legal fees are not charged to the External Organizing Fund.

27.2 For the period under review, we noted an increase in the number of private sector bargaining units from 22 to 23.

In terms of the Education Fund, the Union has received funds from five units: Dynamex Red River, Bee Clean – Hamilton, NSMC – Bedford, Easy Express – Atlantic and RMS Pope – Atlantic.

Bee Clean – Kitchener-Waterloo and Bee Clean – Windsor are making payments under Bee Clean – Hamilton according to their contract.

28. CHECK-OFF AND MEMBERSHIP

In accordance with sub-section 4.99 (e) of our National Constitution, the National Board of Trustees has audited membership and check-offs for the period of July 1, 2014 to June 30, 2015.

The information and statistics come from computerized statements made available to us for analysis. The reports indicate all employees working either “full-time,” “part-time,” or on a “temporary” basis, as well as their status, as defined in the National Constitution and the various collective agreements.

They are:

- Full-time, part-time and temporary “members in good standing”;
- Full-time, part-time and temporary “members”;
- Full-time, part-time and temporary “Rand” members.

Notes:

- The terms “member in good standing” (MIGS) and “member” are defined in sections 1.04 and 1.07 of the National Constitution.
- The term “Rand” refers to the formula in section 70 of the *Canada Labour Code* for collecting union dues from employees who have not become members or who have lost membership status as per section 1.11 of the National Constitution.
- The National Board of Trustees wishes to continue reporting on check-off and membership on a six-month basis so as to present a more detailed breakdown, even though verifications are now conducted on an annual basis.
- For the period of July 1, 2014 to June 30, 2015, membership decreased in some units represented by CUPW, which represent a drop of 194 members.
- For the urban unit only, the decrease represents 75 members.
- For the RSMC unit, we note an increase of 123 members.

Short Term Disability Program

	Atlantic	Quebec	Metro-Montreal	Central	Metro-Toronto	Ontario	Prairie	Pacific	Total
2014-2015	\$13,694	\$14,323	\$28,513	\$54,254	\$75,952	\$85,665	\$78,559	\$64,910	\$415,870
2013-2014	\$11,788	\$15,135	\$14,715	\$27,169	\$40,254	\$45,744	\$49,451	\$22,898	\$227,153

Chart 1

Average Number of Members in Good Standing, Members and Rand Members by Bargaining Sectors
July 1 to December 31, 2014

	Urban Operations	RSMC	Private Sector	Total
Average: July 1 to December 31, 2014	42,040	8,053	655	50,748
Average: January 1 to June 30, 2014	42,109	8,039	766	50,914
Variation	(69)	14	(111)	(166)

Average Number of Members in Good Standing, Members and Rand Members by Bargaining Sectors
January 1 to June 30, 2015

	Urban Operations	RSMC	Private Sector	Total
Average: January 1 to June 30, 2015	42,034	8,162	647	50,843
Average: July 1 to December 31, 2014	42,040	8,053	655	50,748
Variation	(6)	109	(8)	95

Chart 2

Average Number of Members in Good Standing, Members and Rand Members
Working Full-Time, Part-Time or on a Temporary Basis
July 1 to December 31, 2014

	Full-Time	Part-Time	Temporary	Total
Average: July 1 to December 31, 2014	36,588	5,943	8,217	50,748
Average: January 1 to June 30, 2014	37,201	5,854	7,859	50,914
Variation	(613)	89	358	(166)

Average Number of Members in Good Standing, Members and Rand Members
Working Full-Time, Part-Time or on a Temporary Basis
January 1 to June 30, 2015

	Full-Time	Part-Time	Temporary	Total
Average: January 1 to June 30, 2015	35,931	6,045	8,867	50,843
Average: July 1 to December 31, 2014	36,588	5,943	8,217	50,748
Variation	(657)	102	650	95

Chart 3

Average Number of Members by Status - July 1 to December 31, 2014

	Members In Good Standing	Members	Rand	Total
Average: July 1 to December 31, 2014	43,650	2,051	5,523	51,224
Average: January 1 to June 30, 2014	44,234	2,056	5,084	51,374
Variation	(584)	(5)	439	(150)

Note: 476 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2014.

460 lifetime members are included in the number of members in good standing for the period of January 1 to June 30, 2014.

In accordance with section 1.21 of the National Constitution, 141 members have received Retired Member status in CUPW but are not included in the above charts. All figures that appear in the charts have been rounded off.

Average Number of Members by Status - January 1 to June 30, 2015

	Members In Good Standing	Members	Rand	Total
Average: January 1 to June 30, 2015	43,362	2,089	5,879	51,330
Average: July 1 to December 31, 2014	43,650	2,051	5,523	51,224
Variation	(288)	38	356	106

Note: 487 lifetime members are included in the number of members in good standing for the period of January 1 to June 30, 2015.

476 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2014.

In accordance with section 1.21 of the National Constitution, 186 members have received Retired Member status in CUPW but are not included in the above charts.

Chart 4

Average Number of Members by Region, Group and Bargaining Sectors - July 1 to December 31, 2014

Region	Urban Operations						Private Sector	RSMC	Grand Total
	Group 1	Group 2	Group 3	Group 4	Unknown	Total			
Atlantic	1,172	1,362	31	4	3	2,572	120	940	3,632
Quebec	773	2,229	5	0	4	3,011	9	1,595	4,615
Metro-Montreal	2,658	3,083	160	8	2	5,911	10	249	6,170
Central	1,329	1,970	31	5	1	3,336	47	1,228	4,611
Metro-Toronto	4,342	3,037	208	15	7	7,609	73	358	8,040
Ontario	1,682	4,406	56	10	1	6,155	37	1,453	7,645
Prairie	2,900	4,047	130	18	3	7,098	223	1,511	8,832
Pacific	2,287	3,970	83	6	2	6,348	136	719	7,203
Total	17,143	24,104	704	66	23	42,040	655	8,053	50,748

Average Number of Members by Region, Group and Bargaining Sectors - January 1 to June 30, 2015

Region	Urban Operations						Private Sector	RSMC	Grand Total
	Group 1	Group 2	Group 3	Group 4	Unknown	Total			
Atlantic	1,164	1,354	31	4	3	2,556	123	942	3,621
Quebec	756	2,275	5	0	1	3,037	9	1,587	4,633
Metro-Montreal	2,605	3,158	165	8	0	5,936	10	257	6,203
Central	1,256	1,997	33	4	0	3,290	47	1,263	4,600
Metro-Toronto	4,388	3,085	211	13	1	7,698	53	375	8,126
Ontario	1,656	4,464	55	10	0	6,185	35	1,457	7,677
Prairie	2,819	4,044	127	18	3	7,011	218	1,557	8,786
Pacific	2,263	3,963	88	6	1	6,321	152	724	7,197
Total	16,907	24,340	715	63	9	42,034	647	8,162	50,843

Chart 5

Breakdown of Funds Received
July 1, 2014 to June 30, 2015

Dues received (1)	\$44,525,771.90
Local rebates	\$(10,466,103.74)
Local assessments	\$(419,126.54)
Additional Local rebates (section 7.08)	\$(745,985.00)
Federation of Labour Per Capita	\$(466,954.49)
Optional Insurance	\$(1,647,366.28)
Basic Life Insurance	\$(1,020,547.60)
Dues unapplied and Suspended	\$(45,487.42)
Reserve Fund	\$(1,456,538.71)
Defence Fund	\$(657,381.95)
General Fund	\$(27,600,280.17)

Note: Chart 5 indicates total funds received and their distribution for the period of the verification.

(1) This amount includes, as of June 30, 2015, the sum of \$946,303.16 (section 7.09 of the National Constitution). To cover certain requirements, the National Executive Board can, by a two-third affirmative vote, levy special assessments on all members. These special assessments may not, however, exceed \$10.00 in any one year.

This concludes our report, which we now submit to the members of the National Executive Board.

Anthony Holzer
Chairperson
Pacific Region

Kevin Peterson
Secretary
Atlantic Region

Jean Marcon
Member
Quebec Region

Gurpreet Nijjar
Member
Metro-Toronto Region

Mary Aitken
Member
Central Region

John Lawrence
Member
Ontario Region

Roland Savard
Member
Metro-Montreal Region

Robert Laliberte
Member
Prairie Region

National Board of Trustees

Second Verification February 20 to March 2, 2017 2015-2019 Term

1. INTRODUCTION

The National Board of Trustees met from February 20 to March 2, 2017 at the National Office of the Union in Ottawa for the second verification of the 2015-2019 mandate.

As provided in the National Constitution under sections 4.96 to 4.99, we have completed an examination of the financial transactions of the Union for the period of July 1, 2015 to June 30, 2016.

The work of the National Board of Trustees consisted of examining the national treasury books, vouchers pertaining to expenditures, expense accounts for National and Regional Officers and Union Representatives as well as all other documents deemed useful and necessary for a sound administration of the union funds.

2. COMPOSITION OF THE NATIONAL BOARD OF TRUSTEES

The National Board of Trustees is composed of the following members:

Pacific Region Brother Anthony Holzer	Chairperson
Atlantic Region Brother Kevin Peterson	Secretary
Quebec Region Brother Jean Marcon	Member
Metro-Montreal Region Brother Roland Savard	Member
Central Region Sister Mary Aitken	Member
Metro-Toronto Region Brother Gurpreet Nijjar	Member
Ontario Region Brother John Lawrence	Member
Prairie Region Brother Robert Laliberte	Member

At our first meeting held on February 22, 2016, the National Board of Trustees elected Brother Anthony Holzer, Pacific Region, and Brother Kevin Peterson, Atlantic Region, Chairperson and Secretary of the Board respectively.

All elected Trustees, from their respective regions, were in attendance for the second verification of this mandate.

3. RESOLUTIONS AND RECORDINGS

The National Board of Trustees verified all resolutions and records of proceedings of the National Executive Board meetings for the period of July 1, 2015 to June 30, 2016, for the purpose of verifying financial resolutions, as per section 4.99 of the National Constitution.

During this verification, the National Board of Trustees continued to find some resolutions that did not contain a dollar amount and/or which fund was to be accessed so as to allow us to properly verify that expenses were constitutional. The Trustees noticed an improvement in this period's resolutions from the National Executive Board.

Therefore the National Board of Trustees recommends:

- That the National Executive Board defer a resolution until a dollar amount, timeframe and fund that it applies to are attached.
- The National Executive Board strives to meet the requirements of this recommendation. Where deferring a decision until complete financial information is received does not adversely affect the cost of such decision, the Board will do so.

- That the National Executive Board properly include all email motions and votes in minutes, and that they are signed.
- The process adopted by the National Executive Board is to include all email votes taken between meetings in the minutes of the previous meeting covered by the signature appended to those minutes.
- That the National Executive Board ensure that all minutes are approved in a timely fashion.
- The National Executive Board will ensure each of its meeting will include the adoption of minutes of the previous meeting, including email votes taken up to the current meeting.

4. ANNUAL VERIFICATION

The National Board of Trustees met for the second time since the 2015 Quadrennial Convention.

On February 20, 2017, the members of the National Board of Trustees arrived at National Office to find the Director of Finance and Administration on annual leave. The National Board of Trustees was concerned as the Director of Finance and Administration serves as an integral part in our verification process and an asset to the National Board of Trustees in their selection of an accounting firm to audit the financial operations of the National Union.

Therefore the National Board of Trustees recommends:

- That the Director of Finance and Administration be available during the verification process of the National Board of Trustees.
- The National Executive Board will ensure the Director of Finance and Administration is available to the National Board of Trustees during their verification barring exceptional circumstances.

5. 2015 CUPW NATIONAL CONVENTION

Based on a computer printout, our verification work as well as the information available to date, the total cost of our National Convention which took place in Toronto from May 4 to 8, 2015 is \$3,727,675.16.

The costs for the 2015 convention are broken down as follows:

Meeting room rental	\$123,996.37
Accommodation	\$1,049,977.33
Travel	\$379,703.47
Simultaneous interpretation	\$172,248.94
Interpretation equipment	\$698,723.95
Per diem	\$262,419.51
Equipment rental	\$6,398.21
Child care	\$42,940.00
Host Committee	\$20,935.51
Lost wages	\$516,539.52
Other	\$9,332.51
Computer equipment	\$4,765.27
Drinks and food	\$488.98
Professional fees	\$109,944.71
Telephone	\$372.54
Postage	\$15,190.42
Printing and supplies	\$198,922.60
Verbatim report of debates	\$27,366.95
Staff wages	\$92,568.37
Registration fees (from observers)	(\$5,160.00)
Total	\$3,727,675.16*
* Special Assessment (as of June 30, 2016)	\$2,002,432.95
Cost out of General Fund	\$1,725,242.21

The special assessment was a sound financial decision by the National Executive Board.

Convention Year	National Convention Costs	Increase Over Previous Years
2005	\$3,158,047	
2008	\$3,241,353	\$83,306
2011	\$3,474,518	\$233,165
2015	\$3,727,675	\$253,157

The National Board of Trustees was able to verify that National Convention expenses were made in accordance with the National Constitution.

Please note that there are still funds being received from special assessments as members return from leave (dues not waived).

Therefore the National Board of Trustees recommends:

- That the special assessment be re-instated to help alleviate the financial burden to the General Fund (as per section 7.09 of the National Constitution).
- The National Executive Board is attempting to remain within the General Fund budget to meet the Union's financial obligation without resorting to special assessments under section 7.09 of the National Constitution. If a deficit occurs during the fiscal year, section 7.20 of the National Constitution permits the National Executive Board, by a two-thirds majority, to retire that deficit from the Defence Fund up to the amount deposited in the Defense Fund that fiscal year.
- That the future convention expenses be included in the budget each year to help alleviate the financial burden to the General Fund in the year of convention.

The National Executive Board has included in the 2017-2018 General Fund, a budget of \$500,000 for the 2019 National Convention.

6. LOCAL FINANCIAL REPORTS

The National Board of Trustees reviewed all the Annual Financial Statements that were received from the Locals covering the period of July 1, 2015 to June 30, 2016, and in some cases, prior financial statement as the need arose.

As per section 9.30 of the National Constitution, each Local receives a blank financial statement to complete and return to National Office yearly. The responsibility of completing this statement rests with the Local Secretary-Treasurers, as per section 9.29 of the National Constitution. Locals that have audited financial statements prepared by certified accountants are not required to complete these forms.

- 6.1 Despite their constitutional responsibility to do so, numerous Locals continue to fail to file their annual financial statements with the National Secretary-Treasurer, as per section 9.29 of the National Constitution. For the 2015-16 fiscal year, there were a total of 32 Locals that had not filed annual financial statements, as per the chart on the next page. This is an increase from the number of Locals that were non-compliant in 2014-15.
- 6.2 There are a total of 67 Locals that have either not filed a statement, or have incomplete and/or unbalanced statements. This is down from 2014/15, when there were 92 Locals in non-compliance. Some Locals have not filed a balanced annual financial statement in more than ten years.
- 6.3 There are a total of 37 Locals that have not submitted their per capita dues payments to Labour Councils, as per section 9.42 of the National Constitution.

It must be noted that there is no way of knowing if funds are missing from Locals if their annual financial statements do not balance or are not done correctly.

- 6.4 In the past, many Locals had not been reporting all of their accounts on their financial statements. This was due, in part, to the fact that the annual financial statement forms from National Office were outdated. The new annual financial statement forms from National Office finally address this issue and follow the recommendation of the National Board of Trustees made in the first verification to include a place to report all income, accounts, and assets.

While there is a marked improvement over last year in what is being reported, there is still no way of knowing if all Locals are complying.

The National Board of Trustees would remind Locals that all funds, accounts, and investments must be included on the Appendix "A" of their annual financial statements.

- 6.5 For the year 2015-16, many more Locals have provided a bank statement to National Office along with their annual financial reports. There are, however, still many Locals not providing complete bank statements with their reports, thus there is no way of reconciling their annual financial statements with those accounts.

Local Financial Reports

	Number of Locals in Region	Financial Statements not Received for 2015-2016	Number of Locals with Statements that do not Balance	Non-Payment to Labour Council
Atlantic	33	4	3	10
Quebec	32	3	3	13
Metro-Montreal	1			
Central	34	9	3	7
Metro-Toronto	1	1		
Ontario	29	5	7	3
Prairie	33	5	8	1
Pacific	37	5	11	3
Total	200 ⁽²⁾	32	35	37 ⁽¹⁾

(1) Non-payment to Labour Council does not include those Locals that have not filed a 2015-2016 Annual Financial Statement, thus there is no way to determine if such payment was made, or if they are exempt from this payment.

(2) The number of Locals has decreased from the previous year (205 Locals as of June 30, 2015).

Therefore the National Board of Trustees recommends:

6.1 That the National Secretary-Treasurer, in conjunction with the National Directors of each region, continue to contact all Locals in writing as a reminder to meet their obligations under section 9.29 of the National Constitution. A copy of said notice is to be placed in the Local Annual Financial Statement file at National Office.

Locals are advised annually of their obligations under section 9.29 of the National Constitution. A copy of such notice is included in file 1101. Reminder notices are sent to those Locals delinquent in submitting Annual Financial Statements. The notices are copied to the respective National Director and to the Local’s file in the 1101 block.

6.2 That the National Secretary-Treasurer, in conjunction with the National Directors of each region, contact all Locals, in writing, as a reminder to meet their obligations under section 9.42 of the National Constitution in regards to payment to Labour Councils. **A copy of said letter is to be placed in each Local’s Annual Financial Statement file at National Office.**

The cover letter sent to Locals with the Annual Financial Statement form includes reference to the obligation to pay per capita to their District Labour Council. The detailed instructions on how to complete the Annual Financial Statement includes specifics about District Labour Council payments and the ramifications of failure to pay. A copy of the cover letter is included in file 1101.

6.3 That the National Secretary-Treasurer, in conjunction with the National Director of each Region, ascertain which Locals within their Region have a Labour Council to support, and that this information be noted in the Annual Financial Statement file at National Office to assist the National Board of Trustees in their duties.

Local Annual Financial Statement files have been labelled with the name and address of the District Labour Council associated with the Local. Follow-up has been done with each National Director for Locals that currently have no label.

6.4 That the National Secretary-Treasurer, in conjunction with the National Director of each region, remind each Local in writing that they must report on all accounts that include funds collected and/or that have been derived from dues and investments held by that Local.

The cover letter sent to Locals with the Annual Financial Statement form includes direction to report on all funds and investments that include dues money.

6.5 That the National Secretary-Treasurer request each Local to submit a bank statement for each account that the Local holds, and that the statement show the balances of all accounts for that Local as of the fiscal year-end, that being June 30 for the year that the financial statements are being filed, to assist the National Board of Trustees in verifying and reconciling the Local’s financial statements, as per their duties.

The request to provide bank statements and investments reports as of June 30 of that fiscal year is included in the instructions for completing the Annual Financial Statement.

7. EXPENSES FOR REGIONAL ACTIVITIES

The National Board of Trustees examined the expense accounts with respect to union activities for which the National Directors have received an advance. During this verification, 55 activities were held throughout the eight regions.

7.1 All regions have submitted their expense reports required under section 5.13 of the National Constitution. The vouchers included were clear and easy to check.

We, the National Board of Trustees, appreciate the work done by the regions in submitting their activity reports, and ask them to continue their efforts in this regard.

7.2 Some regions had outstanding balances due to National office as of June 30, 2016. Outstanding balances are to be expected and are little cause for concern; as long as they are reconciled in a timely manner; because of the timeframe involved between the advance being forwarded, holding the activity and the final reconciliation of the accounts.

The National Board of Trustees appreciates the efforts of the regions to reconcile these accounts; as this has been a concern during past verifications.

7.3 Child/Elder Care Costs

The National Board of Trustees continues to have concerns about members understanding of the guidelines for claiming child/elder care expenses.

The total costs associated with child/elder care for this verification period are \$62,100.

8. EXPENSES FOR REGIONAL OFFICES

The National Board of Trustees reviewed the regional files containing bank statements, reconciliation reports and receipts for the period of July 1, 2015 to June 30, 2016.

- 8.1 The expenses for regional offices are paid at National Office, with the only exception being Metro-Montreal, who pay their expenses at the regional level.
- 8.2 The National Board of Trustees would like to note that all Regions have been complying with the recommendation made at our first verification that all Regions submit their complete bank statements to National Office.

9. NATIONAL ACTIVITIES

9.1 The National Board of Trustees reviewed the expenses for the National Union’s activities for the period of July 1, 2015 to June 30, 2016.

During this verification, the National Board of Trustees reviewed expenses for:

National Women’s Committee	\$20,552.00
National Human Rights Committee	\$230,264.00
National Board of Trustees	\$52,657.00
National Work Measurement Committee	\$22,936.00
National Health and Safety Committee	\$19,917.00
National and Regional Disciplinary Committees	\$6,110.00

* (See chart on page 12)

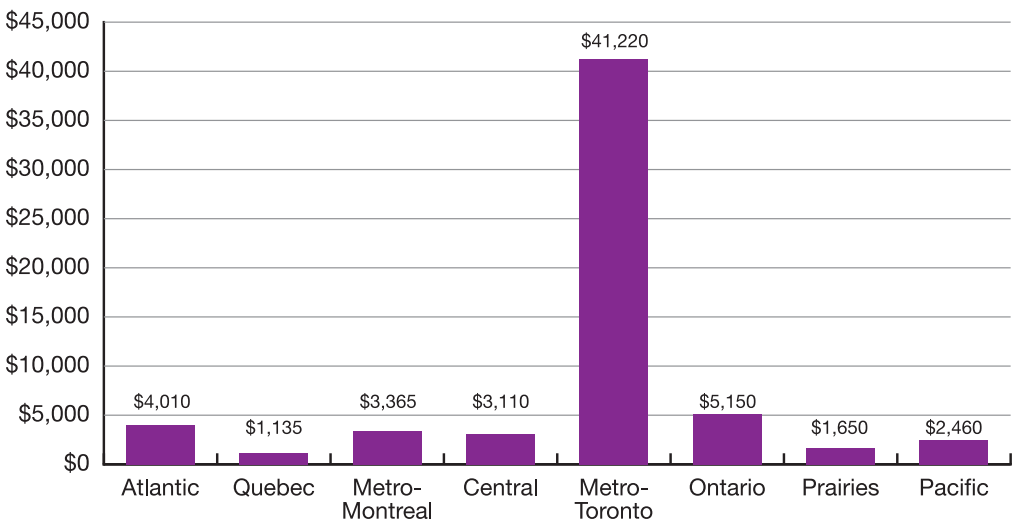
9.2 The National Board of Trustees found that there were no expenses associated with the Union Education Program for the period of this verification. There was no session held between July 1, 2015 and June 30, 2016.

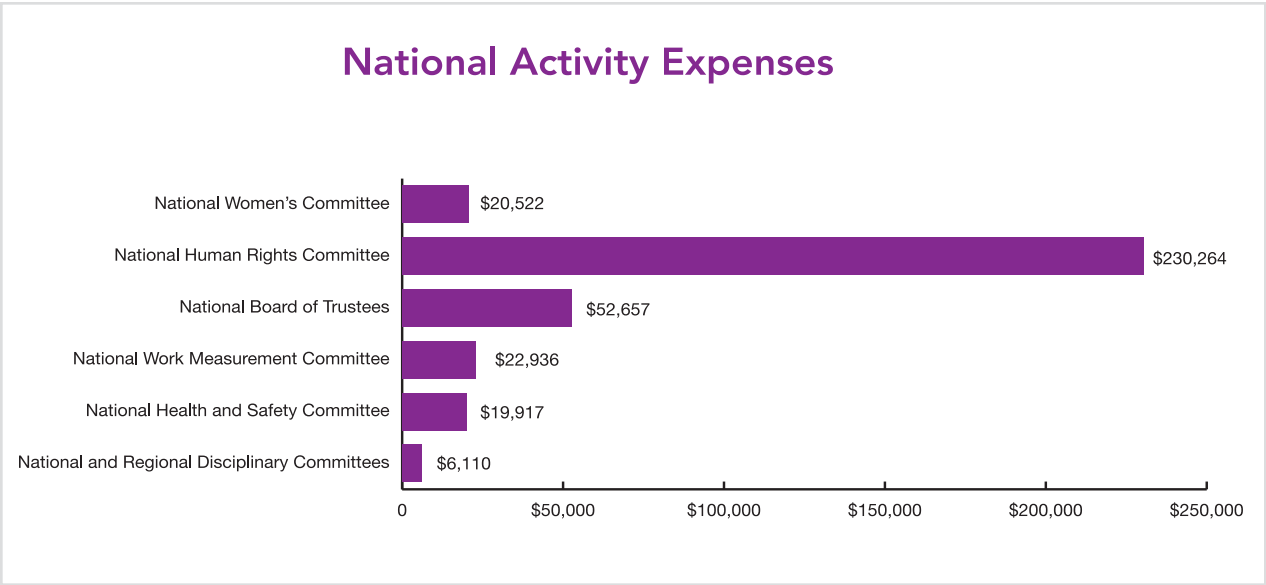
9.3 Other (non-mandated) National Activities

The National Board of Trustees was made aware of the following national activities:

5-day Level 1 Facilitator Training Course (Toronto)	\$90,930
Formal Arbitration Training Course (Toronto)	\$46,525
Arbitration Course (Toronto)	\$45,478
5-day Phase One (all Regions)	\$38,670
5-day Worker Advocate Course (Québec)	\$25,846
Co-ordinator Training (11 co-ordinators)	\$19,017
Appendix “DD” – Train-the-Trainer	\$13,479
Video – “The Mail Lady” (translation and subtitling)	\$5,250
Newfoundland and Labrador Federation of Labour	\$2,952
Conflict Resolution Project	\$2,744
United Association of Labour Education (Washington)	\$2,587
Occupational Disability Response - Workplace Safety and Insurance Board Instructor Training Course	\$2,470

Child/Elder Care Costs for Regional Activites





Per Diem* by Region including National Office

Region	Per Diem	
	2015-2016	2014-2015
National	\$133,734	\$119,981
Atlantic	\$39,833	\$24,046
Quebec	\$27,327	\$25,780
Metro-Montreal	\$11,839	\$14,173
Central	\$35,832	\$25,892
Metro-Toronto	\$33,461	\$20,397
Ontario	\$30,737	\$21,138
Prairie	\$62,526	\$36,517
Pacific	\$63,603	\$40,391
Total	\$438,895	\$328,315

* Per Diem includes meals and accommodation

10. REVIEW OF STATEMENT OF EXPENSES

The National Board of Trustees examined the individual statement of expense forms for each of the National and Regional Officers, Union Representatives, Alternate Union Representatives and those of the specialists under contract to CUPW for the period of July 1, 2015 to June 30, 2016 inclusive.

- 10.1 During the first verification, it was indicated that there were problems with missing expense statements and multiple months’ expense statements being submitted at the same time. While this is still occurring, it is being done to a far smaller extent and the National Board of Trustees would like to note the improvement.
- 10.2 In all too many reports of the National Board of Trustees, it has been recommended to introduce and make use of a log book mandatory for all vehicles owned or rented by the Union. Although the log book has been introduced and made available for use, in the response to the recommendation from the fourth verification of the previous mandate of the National Board of Trustees, the National Executive Board said: “vehicle log books are to be used...”, the reports show they are rarely being used. As previously noted, the use of a log book would remove the perception of Union vehicles, rented or owned, being used for personal use which is a taxable benefit under Canada Revenue Agency guidelines.
- 10.3 As has been the case since the 5th verification of the 2005-2008 mandate of the National Board of Trustees, the use of rental vehicles continues to

be a concern. Although there has been improvement in some regions, at least one region continues to raise concerns with vehicle rentals. There is still concern with the perception of long term rentals being used for personal rather than Union reasons. It was also noted that some longer term rentals were incurring a large fee for Loss Damage Waiver (LDW); often half of the rental fee.

While car rental costs have increased markedly from last year’s improvements, it must be noted that there were many Program of Demands meetings held across the country that facilitated the rental of vehicles. (See chart below).

- 10.4 There has been an improvement in the use of travel and vehicle authorizations. It must be noted however that individuals are still not always following what is clearly outlined in sections 7.53, 7.54, 7.55 and 7.56 of the National Constitution in regards to the necessary authorizations. It was also noted that some authorizations have been dated and signed after the travel had occurred.
- 10.5 Per diem expenses were examined by the National Board of Trustees for the period of 2015-2016 and compared to the previous year.
- 10.6 The inability to cross-reference or verify the use of per diems has been raised by the National Board of Trustees as an ongoing concern for several verifications. While the claiming of per diems uses the ‘honour’ system, there should be some way for the trustees to be able to verify that this system is functioning. It must be noted that some Regions, as noted in the chart above, have seen significant cost increases in this category. This rate of increase is concerning and is not sustainable.

- 10.7 The National Board of Trustees examined the travel costs for the National Office for the year 2015-2016. Costs include all charges relating to air travel, train travel, as well as parking charges and taxi fees. (See chart below).

- 10.8 While travel costs fell 13% from the fiscal years 2013-2014 to 2014-2015, they increased by more than 10% during the last year.

Therefore, the National Board of Trustees recommends:

- 10.3 That car rentals do not exceed the time period that is covered by insurance provided by our credit card provider so that LDW’s, or loss damage waivers, are not charged to the Union. These charges are exorbitant and totally unnecessary.
- Those renting vehicles will be reminded to utilize the insurance coverage provided by the expense card used and to not purchase loss/ damage waiver coverage. Longer term rentals, greater than one month, where loss/damage waiver coverage is required, will be kept to a minimum.
- 10.3 That in Regions where car rental costs are highest, that a cost analysis be done to determine whether a vehicle purchase in that Region would be beneficial and more cost-effective than costly ongoing vehicle rentals.
- The new Director of Finance and Administration will be instructed to conduct a cost benefit analysis of purchasing versus renting based on the 2016-2017 fiscal year.

Rental Vehicles by Region including National Office

Region	Car Rental		
	2015-2016	2014-2015	2013-2014
National	\$16,607.24	\$7,880.37	\$18,880.92
Atlantic	\$4,645.13	\$1,024.14	\$1,336.42
Quebec	\$4,023.21	\$1,824.91	\$3,113.26
Metro-Montreal	\$187.23	\$0.00	\$0.00
Central	\$8,779.82	\$9,529.90	\$4,051.55
Metro- Toronto	\$2,031.79	\$5,344.61	\$41,617.32
Ontario	\$45,884.08	\$51,893.45	\$79,839.68
Prairie	\$15,883.56	\$7,958.69	\$11,367.18
Pacific	\$12,753.26	\$4,737.88	\$2,881.05
Total	\$110,795.33	\$90,193.95	\$163,087.38

Travel Costs by Region including National Office

Region	Travel Costs		
	2015-2016	2014-2015	2013-2014
National	\$175,175	\$188,792	\$157,494
Atlantic	\$24,172	\$17,176	\$26,109
Quebec	\$9,275	\$7,333	\$7,648
Metro- Montreal	\$817	\$362	\$1,079
Central	\$17,938	\$15,026	\$11,311
Metro- Toronto	\$9,976	\$12,878	\$85,624
Ontario	\$51,646	\$55,196	\$49,640
Prairie	\$95,562	\$79,358	\$99,084
Pacific	\$77,769	\$41,926	\$43,185
Total	\$462,330	\$418,587	\$481,174

Summary of Cost - Arbitration (110)
As of June 30, 2016

Region	Arbitrators / Cancellation Fees	Legal Fees	Prefessional Fees	Witness	Worker Advocates	Medical Review RSMC	Other	Total
National	\$139,326.43	\$489,349.99	--	\$15,867.12	--	--	\$54,071.47	\$698,615.01
Atlantic	\$304,802.32	\$68,906.36	--	\$1,476.19	\$220.49	--	\$1,518.89	\$376,924.16
Quebec	\$67,142.29	\$14,651.67	--	--	\$641.79	--	\$2,143.86	\$84,579.61
Metro-Montreal	\$184,619.43	\$115,666.09	\$2,127.04	\$150.00	--	--	\$221.93	\$302,784.49
Central	\$78,847.15	\$43,356.66	--	\$400.00	--	--	\$7.01	\$122,610.82
Ontario	\$229,646.92	\$184,266.56	\$60.00	\$300.00	--	--	\$207.90	\$414,481.38
Metro-Toronto	\$111,257.86	\$121,603.14	\$78.76	\$1,059.76	--	\$150.00	\$2,581.16	\$236,730.68
Prairie	\$273,020.06	--	\$2,200.00	\$5,155.71	\$35,537.86	\$357.40	\$7,838.52	\$324,109.55
Pacific	\$190,443.36	\$22,561.75	--	\$1,540.81	\$15,878.74	--	\$164.02	\$230,588.68
July 1, 2015 to June 30, 2016	\$1,579,105.82	\$1,060,362.22	\$4,465.80	\$25,949.59	\$52,278.79	\$507.40	\$68,754.76	\$2,791,424.38
July 1, 2014 to June 30, 2015	\$1,485,775.21	\$1,057,335.01		\$44,076.40	\$16,290.84	--	\$64,228.24	\$2,667,705.70
July 1, 2013 to June 30, 2014	\$1,769,476.41	\$1,245,571.43		\$51,579.91	\$32,093.25	\$8,259.27	\$167,300.18	\$3,274,280.45

10.6 That the National Secretary-Treasurer revisits this issue and again sends out the guidelines for claiming per diems to all National and Regional members and staff who submit per diem expenses.

The National Secretary-Treasurer reissued, on July 28, 2017, the December 2016 memo “Allowances Section 7.42” that provides guidelines for claiming per diem.

11. ARBITRATION

The National Board of Trustees believes that as reported in previous verifications that there is still room to improve legal fee costs.

- 11.1 The table on page 12 totals \$2,791,424.38 and from this amount, we have broken down the arbitration costs into 7 categories.
- 11.2 Although the costs associated with legal fees are similar to the previous verification, these fees remain high. The National Board of Trustees still firmly believes that greater use of Union Representatives and trained worker advocates will alleviate those legal fees.

Therefore, the National Board of Trustees recommends:

- 11.1 Training and using Worker Advocates for the arbitration process, as per sections 10.13 to 10.16 of the National Constitution.

The National Executive Board, for the 2017-2018 fiscal year, has significantly increased the budget allocation for worker advocates for arbitration. Several National Directors are working with the 2nd National Vice-President to train more advocates in the coming year with the intent that those trained will be utilized.

- 11.2 That Union Representatives have a larger role in the arbitration process.

The role and responsibilities of Union Representatives are set out in Article 10 of the National Constitution, specifically section 10.01 for National Union Representatives in the grievance department and section 10.08 for Regional Union Representatives. Union Representatives are assigned grievance and arbitration work as per the constitutional provisions and are expected to be fully engaged in their assigned tasks. The goal is to utilize Union Representatives for arbitration work to minimize the use of lawyers.

12. ATTENDANCE

- 12.1 The National Board of Trustees reviewed annual, pre-retirement and personal days taken by National and Regional Officers and Union Representatives.

The National Board of Trustees confirmed that attendance records are based on the honour system, where individual Officers and Union Representatives are responsible for reporting their attendance on their monthly expense report.

For the 2015-2016 fiscal year, approximately 1,974 days of annual leave for National and Regional Officers, representing approximately \$537,769.55, were unused as of June 30, 2016 which represents an increase of approximately 62 days over the 2014-2015 fiscal year.

We also noted that out of the 65 National and Regional Officers and Union Representatives covered by this verification, 11 had 10 weeks or more of annual leave credits carried forward, which represents an almost twofold increase from the last verification while nine (9) had five (5) or more weeks carried forward.

The National Board of Trustees also noted that the National Executive Board’s response to Attendance in the second verification of the 2011-2015 term, where it states: “The recommendation in the remaining three bullets will be considered in depth by the National Executive Board at its June 2013 meeting mandated under section 4.03 of the National Constitution”, did not occur.

Moreover, the National Board of Trustees noted that seventy (70) days of pre-retirement leave were taken during 2015-2016 period, which represents an amount of \$17,628.45.

At the June 2014 meeting of the National Executive Board, section 7.38 of the National Constitution was discussed with no final resolution to deal with the accumulating annual leave.

- 12.2 The potential liability to pay out unused personal days for National and Regional Officers as of June 2016 is \$48,192.96. It was noted that the use of leave forms in some regions was sporadic and some information was missing.

The National Board of Trustees noted that the National Executive Board’s response to “Attendance” in the fourth verification of the 2011-2015 term, where it states “The National Executive Board has adopted a process to ensure compliance with the provisions of section 7.38 of the National Constitution that respects the annual leave carry-over provisions of the Urban Operations Collective Agreement.”

Therefore the National Board of Trustees recommends:

- 12.1 That all Officers and Union Representatives use their outstanding annual leave credits. That section 7.38 of the National Constitution be applied to unused leave balances at the end of the fiscal year, as per the previous response of the National Executive Board.

The process previously adopted by the National Executive Board ensures compliance with section 7.38 of the National Constitution has been implemented.

- 12.2 That the current expense reports be updated to reflect the current leave provisions.

The expense report form has been amended to reflect the current leave provisions.

13. INSURANCE

As provided for under section 4.99 (a) of the National Constitution, the National Board of Trustees verified that a national insurance policy was in place to cover reasonable risk of loss, as of June 30, 2016. The insurance policy contains dishonesty coverage up to \$50,000 per occurrence.

The insurance policy is available only in the English language.

Therefore the National Board of Trustees recommends:

- That the policies should be available in both official languages.

As part of the insurance renewal process, we have advised providers of the necessity of having policy documents in both official languages.

14. TERMINATION OF EMPLOYMENT AND MOVING

The National Board of Trustees reviewed the amounts paid to National and Regional Officers and Union Representatives who took or left office between July 1, 2015 and June 30, 2016.

Based on the information made available to us, the following amounts were paid out:

Moving and relocation expenses paid to 8 members	\$59,806.43
Unused annual leave	\$95,636.94
Section 7.41	\$26,088.60
Personal days	\$6,397.75
Total	\$187,929.72

Among those who left their positions, two had accumulated in excess of 100 days each of unused annual leave credits.

15. INVENTORY LISTS FOR NATIONAL AND REGIONAL OFFICES

- 15.1 In order for the National Secretary-Treasurer to do a proper accounting of the assets of the Union, as per section 4.55 of the National Constitution, it would require an inventory list from National Office, eight Regional Offices as well as the condominiums. These lists should include all items purchased by union funds such as filing cabinets, office furniture, etc., essentially all items

excluding office supplies.

The National Board of Trustees found that a memo was mailed by the National Secretary-Treasurer to all the Regions, dated April 20, 2016, to complete their inventory or update the previous list and return it by May 20, 2016.

The National Board of Trustees found that some officers from the National Office and almost all Regional Offices have updated their inventory lists, with the exception of the Pacific Region.

The National Board of Trustees found that all inventory lists from the SOHO condominium units were updated but some units from Wellington were missing.

Therefore the National Board of Trustees recommends:

- 15.1 That a complete updated inventory list of the remaining Regional Offices, National Office and all condominiums be submitted to the National Office by June 30, 2017.

Regional Offices were requested by letter dated March 30, 2017 to provide updated inventory lists. A reminder was sent on June 14, 2017 and, on July 21, 2017, emails were sent to those Regional Offices, officers and Union Representatives that have not complied. The condominium inventories are updated with each change of long-term tenant.

16. UNION FUNDS

- 16.1 The National Board of Trustees reviewed the draft annual financial statements prepared by the accounting firm of Marcil Lavallée. These draft annual statements (2015-2016) provide data relating to the General Fund, Defence Fund and Reserve Fund.

As provided for in section 7.13 of the National Constitution, the following is a table providing the amount in each fund to June 30, 2016 in comparison with June 30, 2015.

	June 30, 2016	June 30, 2015
General Fund	(\$2,420,509)	(\$2,004,909)
Defence Fund	\$20,946,792	\$18,826,816
Reserve Fund	\$13,736,033	\$13,057,741

- 16.2 The National Board of Trustees found, for the verification period, that the 5% transfers to the Reserve Fund were not made monthly as per section 7.17 of the National Constitution.

An amount equal to half of the Reserve Fund deposits (or 2.5% of the revenue deposited in the General Fund) shall be set aside on a monthly basis to create a fund to finance external organizing.

17. CUPW BUILDING SOCIETY

CUPW Building Society was incorporated under the Business Corporations Act of Ontario. The Society was then continued under the Business Corporations Act of Ontario on June 16, 2009. The Society is the owner of three buildings, two condominium offices and thirteen residential condominium apartments:

- CUPW National Office at 377-385 Bank Street in Ottawa, Ontario;
 - CUPW Ontario Region at 344 Sovereign Road in London, Ontario;
 - CUPW Pacific Region at 999 Carnarvon Street in New Westminster, British Columbia;
 - Five residential condominiums located at 1227 Wellington St. in Ottawa, Ontario;
 - CUPW Quebec Region at 5000 des Gradins Boulevard, Suite 340, in Quebec City, Quebec;
 - CUPW Metro-Montreal Region at 565 Crémazie East, room 4400 in Montreal, Quebec;
 - Eight residential condominiums located at 300 Lisgar St. in Ottawa, Ontario.

Funding for purchase of the properties and share capital was obtained through investments of the Defence Fund which are non-interest bearing and have no defined terms of repayments. Based on the draft financial statements as of June 30, 2016, the balance on the commercial mortgage loan (from the Toronto Dominion Bank) is \$801,586 for the Wellington condominium apartments. The balance on the commercial loan for the Lisgar St. condominium apartments is \$1,998,719. The net value of the assets listed on the previous page, of CUPW Building Society, is \$11,017,727.

18. FINANCIAL REPORTS

- 18.1 The National Board of Trustees found that financial statements covering the period under review were not sent to the Locals in accordance with section 4.50 of the National Constitution.
- 18.2 The National Board of Trustees reviewed the budget that was adopted by the National Executive Board at its July 2016 meeting; it has not been sent to Locals under section 7.02 of the National Constitution.
- 18.3 The National Board of Trustees reviewed draft annual financial statements for the 2015-2016 fiscal year, as audited by the audit firm of Marcil Lavallée. The balances of the various union funds have been reported in item 17.1 of this report.
- 18.4 The National Board of Trustees reviewed two (2) proposals sent to National Office by auditing firms. These two (2) firms visited the National Office and presented their proposals to the National Board of Trustees and the National Secretary-Treasurer.

After careful consideration and debate, the auditing firm “Marcil Lavallée” has been selected by the National Board of Trustees, as per section 4.99 (b) of the National Constitution.

Therefore the National Board of Trustees recommends:

- 18.1 That the National Secretary-Treasurer send copies of the financial statements to all Locals twice a year, as per section 4.50 of the National Constitution.

The National Secretary-Treasurer will ensure the Statement of Revenue and Expenditures is copied to Locals immediately following their adoption by the National Executive Board.

- 18.2 That the National Executive Board follow section 7.02 of the National Constitution.

The 2017-2018 budget document adopted by the National Executive Board, including the information required under section 7.02 of the National Constitution, was copied to all Locals.

- 18.4 That the National Executive Board accept the National Board of Trustees selection of the auditing firm “Marcil Lavallée”, as per section 4.99 (b) of the National Constitution. (It should be noted that, during the presentation to the National Board of Trustees, this firm was open to a counter-offer.)

The National Executive Board has ratified the selection of auditing firm made by the National Board of Trustees. The National Secretary-Treasurer and the Director of Finance and Administration will negotiate with Marcil Lavallée concerning their fees.

19. CUPW ADMINISTRATIVE STAFF

- 19.1 All the staff working at the National and Regional Offices are covered by collective agreements negotiated between CUPW and their respective union.

	The Canadian Office and Professional Employees Union (COPE 225)	The Canadian Union of Public Employees (CUPE 1979)
Number of employees	45	23
Collective agreement’s starting date	July 1, 2015	August 16, 2009
Collective agreement’s expiry date	June 30, 2017	August 15, 2013*

* currently in negotiations

- 19.2 As of June 30, 2016, there were three administrative employees who were covered by individual contracts with CUPW. They are as follows with contract expiry dates.

1. Director of Finance and Administration:	August 25, 2017
2. Director of Information Technology:	March 30, 2018
3. Director of E-Business:	August 2012

- 19.3 It has been noted for the fiscal year ending June 30, 2016 the potential payout for 352 days of unused annual leave for COPE 225 members at the National and Regional Offices is \$96,601.

The sick leave potential pay out for COPE 225 members at a rate of 20% is \$242,569.09 as per their collective agreement.

For the CUPE 1979 bargaining unit members at National Office the potential payout for 656 unused days of annual leave for the fiscal year ending June 30, 2016 is \$186,700.

20. JOE DAVIDSON FUND

The National Board of Trustees reviewed documentation indicating that no education bursaries had been granted under section 11.04 of the National Constitution ending June 30, 2016.

21. PAYMENT OF LEAVE FOR UNION BUSINESS (CLAUSE 26.06 OF THE URBAN COLLECTIVE AGREEMENT AND CLAUSE 21.04 OF THE RSMC COLLECTIVE AGREEMENT)

- 21.1 Every month, Canada Post invoices each Local for the costs of wages for members on Leave for Union Business. While some of these costs are paid by National Office, many of the charges are the responsibility of the Local. Many Locals are failing to pay these invoices in the time allotted by the collective agreement, and thus, the National Office is being billed for this leave.

These amounts were reviewed by the National Board of Trustees for the second verification. The amounts noted below are indicative of all amounts not remitted by Locals that were subsequently recovered from the monthly rebates sent to those Locals from National office.

Month	Amount Withheld from Rebate
July 2015	\$9,129.70
August 2015	\$18,687.21
September 2015	\$28,091.00
October 2015	\$27,081.41
November 2015	\$42,768.54
December 2015	\$53,421.01
January 2016	\$10,317.00
February 2016	\$12,408.21
March 2016	\$21,041.50
April 2016	\$21,849.68
May 2016	\$33,802.15
June 2016	\$5,899.92
Total	\$284,497.33

Region	Amount Withheld from July 2014 to June 2015
Atlantic	\$47,413.73
Quebec	\$18,030.57
Metro-Montreal	\$0.00
Central	\$51,620.85
Metro-Toronto	\$48,369.34
Ontario	\$43,982.15
Prairie	\$47,647.31
Pacific	\$27,433.38
Total	\$284,497.33

While the cost of unpaid Union Leave is ultimately recouped by National Office through the withholding of local rebates, there is still a very real concern that some locals are not checking their invoices, and are thereby incurring charges that are erroneous. This causes Union funds to end up in the accounts of the employer and therefore not in the service of the membership.

Therefore, the National Board of Trustees recommends:

- 21.1 That the National Secretary-Treasurer, in conjunction with the National Director for each region, remind Local Secretary-Treasurers, in writing, of the importance of checking all invoices received from Canada Post Corporation for accuracy and errors, and that all errors be reported, in writing, to the National Secretary-Treasurer within forty five (45) days of the date of the invoice. A copy of said reminder is to be placed in the Local’s Financial Statement file at National Office.

A review of our files indicates that the National Office does not require Locals to copy the National Office when Union Leave billings are disputed. The letter advising a Local of funds being withheld from the national rebate due to unpaid/undisputed bills does not ask that any documentation in respect of included items be sent the National Office.

The National Secretary-Treasurer will send a letter to Locals about the importance of checking the invoices received from Canada Post for accuracy and errors.

22. APPENDIX “AA”

The National Board of Trustees has verified the cost of the Appendix “AA” Committee for the period of July 1, 2015 to June 30, 2016.

The Committee consists of two CUPW members working with the Corporation to identify, conduct and evaluate collection and delivery related projects. Members of the committee prorate the time on Appendix “AA” committee with a portion paid by Canada Post and a portion is paid by National office.

CUPW has paid \$78,156.36 as our share of the costs of this committee.

Current Appendix “AA” projects are:

- Statistical analysis of factors related to letter carrier injuries;
- Second Householder (Unaddressed Admail) Project.

23. SHORT TERM DISABILITY PROGRAM

After seeing a dramatic increase in costs for medical fees associated with appeals of the Short-Term Disability Plan in 2014-2015, the National Board of Trustees has noted that costs have levelled off at around the \$400,000 mark. 2015-2016 expenditures were just under 92% of the previous years’ expenditures. (See chart on page 15).

24. SSQ AND ITS ASSOCIATED STDP COSTS

National officers and staff, Regional officers and staff, and full-time Local officers are covered under the SSQ Plan. This plan is in place to provide those who are full-time Union officers and staff with a short term disability plan as they are not able to utilize the Canada Post STDP program.

The costs associated with this plans STDP component for 2015-2016 is broken down by bargaining unit in the chart on page 15.

25. SAVE CANADA POST CAMPAIGN

The National Board of Trustees has examined the expenses associated with the Union’s “Save Canada Post Campaign”. These amounts include expenditures such as, but not limited to, lost wages, salaries of campaign coordinators, printing, supplies and advertising.

- 25.1 There were eleven co-ordinators working on the “Save Canada Post Campaign” as of June 30, 2016.
- 25.2 A recreational vehicle was purchased in 2015 and wrapped at a cost of \$142,463.75. After damages and depreciation, the recreational vehicle was sold in 2016 for \$58,235.00. It is noted that there was no log book used for this vehicle, as has been recommended by the National Board of Trustees for several mandates.

Short Term Disability Program

	Atlantic	Quebec	Montreal	Central	Toronto	Ontario	Prairie	Pacific	Total
2015-2016	\$2,048	\$12,450	\$34,090	\$37,646	\$65,941	\$103,697	\$77,016	\$48,332	\$381,219
2014-2015	\$13,694	\$14,323	\$28,513	\$54,254	\$75,952	\$85,665	\$78,559	\$64,910	\$415,870
2013-2014	\$11,788	\$15,135	\$14,715	\$27,169	\$40,254	\$45,744	\$49,451	\$22,898	\$227,153

SSQ and its Associated STDP Costs

	CUPW	COPE	CUPE	TOTAL
2015-2016	\$92,902.49	\$36,438.33	\$28,575.53	\$157,916.35

Save Canada Post Campaign

	Amount Spent	From General Fund	From Reserve Fund
2013-2014	\$929,758.97	\$570,000.00	\$359,758.97
2014-2015	\$1,724,715.19	\$1,724,715.19	\$0.00
2015-2016	\$1,435,861.26	\$1,125,861.26	\$310,000.00

Therefore, the National Board of Trustees recommends:

25.2 That a log book be used in all vehicles purchased by CUPW.

Regional Offices with Union owned vehicles have been provided with a supply of vehicle log books. National Directors will ensure they are used.

25.2 That the cost of the recreational vehicle be reflected in the “Save Canada Post” campaign.

The recommendation of the Trustees concerning the cost of the recreational vehicle used in the “Save Canada Post” campaign to be reflected in that campaign is noted. The purchase of the vehicle was amortized in the General Fund and the proceeds from its sale returned to that Fund. Because the audited financial statements, including this item, have been closed off, such an adjustment would incur additional costs which, in the opinion of the National Executive Board, are not necessary or justified.

26. COLLECTIVE AGREEMENT FUNDS

The National Board of Trustees reviewed the various collective agreement funds negotiated for the benefit of the members.

Based on the draft financial statements from July 1, 2015 to June 30, 2016

	Child Care Fund	International Fund	Education Fund
Revenues	\$2,336,541	\$199,881	\$2,471,498
Expenses	\$2,027,760	\$ 199,881	\$2,353,058
(Deficit)/ Surplus	\$308,781	\$0.00	\$118,440
Balance as of June 30, 2016	\$4,119,994	\$0.00	\$1,683,395

The financial statements were prepared in accordance with the Accounting Standards for Not-for-Profit Organizations (ASNPO) and were revised retroactively to the fiscal year 2015-2016.

EDUCATION FUND – PRIVATE SECTOR BARGAINING UNITS

The National Board of Trustees also reviewed the education funds for the private sector bargaining units. Based on a computer printout as of June 30, 2016, the balances are as follows:

RMS Pope	\$3,000.00
EMC – Bedford	\$25,199.46
Easy Express – Atlantic	\$1,000.00
Pro Ex Transportation	\$1,800.00
Bee Clean – Hamilton	\$2,700.00
Dynamex – Red River	\$27,996.21
Total	\$61,695.67

27. EXTERNAL ORGANIZING

27.1 According to information provided to the National Board of Trustees during this verification, the current status of funds being used for external organizing is:

Balance as of June 30, 2015	\$ 2,513,207.19
Plus 2.5% from the Reserve Fund (from July 1, 2015 to June 30, 2016)	\$644,910.94
Less expenses for the period of July 1, 2015 to June 30, 2016	(\$72,325.69)
Balance as of June 30, 2016	\$3,085,792.44

It should be noted that related legal fees are not charged to the External Organizing Fund.

27.2 For the period under review, we noted a decrease in the number of private sector bargaining units from 23 to 20.

In terms of the Education Fund, the Union has received funds from three units: Dynamex Red River, EMC – Bedford and Pro-Ex - Atlantic.

28. CHECK-OFF AND MEMBERSHIP

In accordance with sub-section 4.99 (e) of our National Constitution, the National Board of Trustees has audited membership and check-offs for the period of July 1, 2015 to June 30, 2016.

The information and statistics come from computerized statements made available to us for analysis. The reports indicate all employees working either “full-time,” “part-time,” or on a “temporary” basis, as well as their status, as defined in the National Constitution and the various collective agreements. They are:

- Full-time, part-time and temporary “members in good standing”;
- Full-time, part-time and temporary “members”;
- Full-time, part-time and temporary “Rand” members.

Notes:

- The terms “member in good standing” (MIGS) and “member” are defined in sections 1.04 and 1.07 of the National Constitution.
- The term “Rand” refers to the formula in section 70 of the *Canada Labour Code* for collecting union dues from employees who have not become members or who have lost membership status as per section 1.11 of the National Constitution.
- The National Board of Trustees wishes to continue reporting on check-off and membership on a six-month basis so as to present a more detailed breakdown, even though verifications are now conducted on an annual basis.
- For the period of July 1, 2015 to June 30, 2016, there was a decrease in CUPW membership of 650 members.
- For the urban unit only, the decrease represents 1,011 members.
- For the RSMC unit, we note an increase of 349 members.
- For the private sector units, we note an increase of 12 members.

Chart 1

Average Number of Members in Good Standing, Members and Rand Members by Bargaining Sectors
July 1 to December 31, 2015

	Urban Operations	RSMC	Private Sector	Total
Average: July 1 to December 31, 2015	41,739	8,340	598	50,677
Average: January 1 to June 30, 2015	42,034	8,162	647	50,843
Variation	(295)	178	(49)	(166)

Average Number of Members in Good Standing, Members and Rand Members by Bargaining Sectors
January 1 to June 30, 2016

	Urban Operations	RSMC	Private Sector	Total
Average: January 1 to June 30, 2016	41,023	8,511	659	50,193
Average: July 1 to December 31, 2015	41,739	8,340	598	50,677
Variation	(716)	171	61	(484)

Chart 2

Average Number of Members in Good Standing, Members and Rand Members
Working Full-Time, Part-Time or on a Temporary Basis
July 1 to December 31, 2015

	Full-Time	Part-Time	Temporary	Total
Average: July 1 to December 31, 2015	35,533	5,971	9,173	50,677
Average: January 1 to June 30, 2015	35,931	6,045	8,867	50,843
Variation	(398)	(74)	306	(166)

Average Number of Members in Good Standing, Members and Rand Members
Working Full-Time, Part-Time or on a Temporary Basis
January 1 to June 30, 2016

	Full-Time	Part-Time	Temporary	Total
Average: January 1 to June 30, 2016	35,197	6,167	8,829	50,193
Average: July 1 to December 31, 2015	35,533	5,971	9,173	50,677
Variation	(336)	196	(344)	(484)

Chart 3

Average Number of Members by Status - July 1 to December 31, 2015

	Members In Good Standing	Members	Rand	Total
Average: July 1 to December 31, 2015	43,169	1,944	6,064	51,177
Average: January 1 to June 30, 2015	43,362	2,089	5,879	51,330
Variation	(193)	(145)	185	(153)

Note: 500 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2015.

487 lifetime members are included in the number of members in good standing for the period of January 1 to June 30, 2015.

In accordance with section 1.21 of the National Constitution, 216 members have received Retired Member status in CUPW but are not included in the above charts. All figures that appear in the charts have been rounded off.

Average Number of Members by Status - January 1 to June 30, 2016

	Members In Good Standing	Members	Rand	Total
Average: January 1 to June 30, 2016	43,148	1,903	5,652	50,703
Average: July 1 to December 31, 2015	43,169	1,944	6,064	51,177
Variation	(21)	(41)	(412)	(474)

Note: 510 lifetime members are included in the number of members in good standing for the period of January 1 to June 30, 2016.

500 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2015.

In accordance with section 1.21 of the National Constitution, 251 members have received Retired Member status in CUPW but are not included in the above charts.

Chart 4

Average Number of Members by Region, Group and Bargaining Sectors - July 1 to December 31, 2015

Region	Urban Operations						Private Sector	RSMC	Grand Total
	Group 1	Group 2	Group 3	Group 4	Unknown	Total			
Atlantic	1,165	1,346	28	4	3	2,545	147	957	3,649
Quebec	767	2,241	6	0	4	3,014	8	1,605	4,627
Metro-Montreal	2,611	3,076	162	8	0	5,857	0	271	6,128
Central	1,242	1,967	32	4	0	3,245	47	1,274	4,566
Metro-Toronto	4,428	3,145	205	13	0	7,791	0	387	8,178
Ontario	1,646	4,356	54	10	0	6,066	39	1,516	7,621
Prairie	2,816	3,960	126	17	4	6,923	205	1,593	8,721
Pacific	2,256	3,946	88	7	1	6,298	152	737	7,187
Total	16,931	24,037	701	63	12	41,739	598	8,340	50,677

Average Number of Members by Region, Group and Bargaining Sectors - January 1 to June 30, 2016

Region	Urban Operations						Private Sector	RSMC	Grand Total
	Group 1	Group 2	Group 3	Group 4	Unknown	Total			
Atlantic	1,109	1,273	26	5	2	2,415	151	972	3,538
Quebec	777	2,177	6	0	1	2,961	8	1,627	4,596
Metro-Montreal	2,507	3,017	158	7	0	5,689	0	280	5,969
Central	1,213	1,921	31	3	0	3,168	46	1,295	4,509
Metro-Toronto	4,381	3,046	195	12	1	7,635	0	385	8,020
Ontario	1,642	4,365	53	9	1	6,090	45	1,544	7,659
Prairie	2,800	3,859	123	16	5	6,803	213	1,654	8,670
Pacific	2,265	3,926	83	7	1	6,282	196	754	7,232
Total	16,694	23,584	675	59	11	41,023	659	8,511	50,193

Chart 5

Breakdown of Funds Received
July 1, 2015 to June 30, 2016

Dues received	\$43,357,738.58
Local rebates	\$(10,399,799.13)
Local assessments	\$(498,999.23)
Additional Local rebates (section 7.08)	\$(736,866.00)
Federation of Labour Per Capita	\$(468,999.18)
Optional Insurance	\$(1,607,636.42)
Basic Life Insurance	\$(1,006,997.83)
Dues unapplied and Suspended	\$(19,021.63)
Reserve Fund	\$(1,279,579.96)
Defence Fund	\$(3,998,643.45)
General Fund	\$(23,341,195.75)

Note: Chart 5 indicates total funds received and their distribution for the period of the verification.

This concludes our report, which we now submit to the members of the National Executive Board.

Anthony Holzer
Chairperson
Pacific Region

Kevin Peterson
Secretary
Atlantic Region

Jean Marcon
Member
Quebec Region

Gurpreet Nijjar
Member
Metro-Toronto Region

Mary Aitken
Member
Central Region

John Lawrence
Member
Ontario Region

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Member
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CUPW PERSPECTIVE

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- Does not violate CUPW policy opposing discrimination and harassment against women, people of colour, First Nations, Inuit, and Métis people, lesbians, gays, bisexual and transgender individuals, people with different abilities, and/or CUPW policies and principles.
- is typed or written neatly.


- includes the author's name, address, local and a phone number where they can be reached if there are problems.

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Referendum Vote Results

Urban Postal Operations Collective Agreement

National Results

Regions	Yes	No	Spoiled	Total	Valid Votes
Atlantic	282	586	4	872	868
Quebec	919	125	1	1,045	1,044
Metro-Montreal	925	347	2	1,274	1,272
Central	628	299	3	930	927
Metro-Toronto	490	865	15	1,370	1,355
Ontario	1,018	547	4	1,569	1,565
Prairie	1,205	284	2	1,491	1,489
Pacific	851	681	3	1,535	1,532
Totals	6,318	3,734	34	10,086	10,052
Percentages	62.85%	37.15%			100%

Reporting

Total

93.24%

193

207

Referendum Vote Results

Rural and Suburban Mail Carriers Collective Agreement

National Results

Regions	Yes	No	Spoiled	Total	Valid Votes
Atlantic	92	357	1	450	449
Quebec	596	30	1	627	626
Metro-Montreal	90	24	0	114	114
Central	335	250	2	587	585
Metro-Toronto	4	144	1	149	148
Ontario	308	303	2	613	611
Prairie	264	187	3	454	451
Pacific	196	224	1	421	420
Totals	1,885	1,519	11	3,415	3,404
Percentages	55.38%	44.62%			100%

Reporting

Total

96%

187

195

Metro-Montreal Region

Local	Yes	No	Spoiled	Total
Montréal	925	347	2	1,274
Totals	925	347	2	1,274

Reporting

Total

100%

1

1

Metro-Toronto Region

Local	Yes	No	Spoiled	Total
Toronto	490	865	15	1,370
Totals	490	865	15	1,370

Reporting

Total

100%

1

1

Metro-Montreal Region

Local	Yes	No	Spoiled	Total
Montréal	90	24	0	114
Totals	90	24	0	114

Reporting

Total

100%

1

1

Metro-Toronto Region

Local	Yes	No	Spoiled	Total
Toronto	4	144	1	149
Totals	4	144	1	149

Reporting

Total

100%

1

1

Local-by-Local
Breakdown
of
Vote Results

Atlantic Region

Local	Yes	No	Spoiled	Total
Annapolis Valley	3	4	0	7
Antigonish	0	14	0	14
Acadie-Bathurst	4	13	0	17
Breton	5	29	0	34
Bridgewater	11	8	0	19
Campbellton	5	8	0	13
Carbonear	0	2	0	2
Channel-Port-Aux-Basques	0	5	0	5
Charlottetown	15	9	0	24
Clareville *				0
Corner Brook	6	11	0	17
Cumberland	5	12	0	17
Deer Lake	0	3	0	3
Edmundston	1	9	0	10
Exploits Valley	4	10	0	14
Fredericton-Oromocto	13	22	0	35
Fundy	37	57	1	95
Gander-Lewisporte	11	0	0	11
Goose Bay	1	5	0	6
Grand-Falls / Windsor *				0
Labrador City/Wabush	0	9	0	9
Liverpool	2	0	0	2
Miramichi	11	12	0	23
Moncton	32	75	0	107
New Glasgow	2	9	1	12
Nova	64	162	0	226
Pictou	4	0	0	4
Port Hawkesbury	0	1	0	1
St. Anthony	0	4	0	4
St. John's	26	57	1	84
St. Stephen	4	3	0	7
Stephenville	1	12	0	13
Summerside	5	7	0	12
Truro	10	9	1	20
Woodstock	0	0	0	0
Yarmouth	0	5	0	5
Totals	282	586	4	872

Reporting34

Total36

94%

Prairie Region

Local	Yes	No	Spoiled	Total
Banff	3	0	0	3
Battleford *				0
Brandon	27	4	0	31
Calgary	262	28	0	290
Canora	3	0	0	3
Dauphin-Swan River	5	0	0	5
Drayton Valley	5	0	0	5
Edmonton	273	52	0	325
Estevan	11	0	0	11
Flin Flon	8	2	0	10
Fort McMurray	8	17	0	25
Grande Prairie	27	14	0	41
Hay River	4	0	0	4
Inuvik	3	0	0	3
Lethbridge	38	6	0	44
Lloydminster *				0
Medicine Hat	18	3	0	21
Melville *				0
Moose Jaw	8	1	0	9
Neepawa *				0
Ponoka	3	0	0	3
Portage La Prairie	10	2	0	12
Prince Albert	15	5	0	20
Red Deer	19	3	0	22
Red River *				0
Regina	71	13	0	84
Saskatoon	82	44	0	126
Swift Current	13	0	0	13
The Pas	4	0	0	4
Thompson	14	0	0	14
Weyburn	19	0	0	19
Winnipeg	238	84	2	324
Yellowknife	8	1	0	9
Yorkton	6	5	0	11
Totals	1,205	284	2	1,491

Reporting29

Total34

85%

Quebec Region

Local	Yes	No	Spoiled	Total
Baie-Comeau	11	1	0	12
Bois-Francis	24	0	0	24
Chibougamau	9	0	0	9
Côte-Nord	25	2	0	27
Drummondville	32	5	0	37
Farnham	10	0	0	10
Gaspé	6	0	0	6
Granby	27	2	0	29
Haut-du-Lac	24	2	0	26
Hautes-Laurentides	10	1	0	11
Iles-de-la-Madeleine	0	0	0	0
Joliette	19	2		21
La Mauricie	51	8	0	59
La Sarre	7	1	0	8
Matane	13	1	0	14
Mont-Joli	14	0	0	14
Outaouais-Québécois	70	6	0	76
Québec	213	25	0	238
Rimouski	19	1	0	20
Rivière-du-Loup	19	0	0	19
Rouyn-Noranda	14	0	0	14
Saguenay/Lac St-Jean	92	7	0	99
Sherbrooke	51	12	1	64
Sorel	9	2	0	11
Ste-Thérèse-de-Blainville	6	37	0	43
St-Hyacinthe	20	1	0	21
St-Jean	28	5	0	33
St-Jérôme	15	0	0	15
Thetford Mines	17	1	0	18
Val-d'Or	19	1	0	20
Valleyfield	24	2	0	26
Vaudreuil-Dorion	21	0	0	21
Totals	919	125	1	1,045

Reporting32

Total32

100%

Central Region

Local	Yes	No	Spoiled	Total
Alexandria-Hawkesbury	9	0	0	9
Arnprior-Renfrew *				0
Barrie	28	13	1	42
Belleville	33	4	0	37
Brockville-Prescott	11	0	0	11
Chapleau *				0
Cobourg	17	3	0	20
Cochrane *				0
Collingwood	6	6	0	12
Cornwall	14	7	0	21
Dryden	16	0	0	16
Elliott Lake-Blind River	6	0	0	6
Fort Frances	7	7	0	14
Gananoque *				0
Hearst	6	0	0	6
Kapuskasing	7	0	0	7
Kenora	6	5	0	11
Kingston	30	8	0	38
Kirkland Lake	8	2	0	10
Lindsay	17	0	0	17
Midland	10	2	0	12
Muskoka	6	1	0	7
Napanee	4	2	0	6
Newmarket	32	28	0	60
North Bay	28	5	1	34
Orillia	27	1	0	28
Ottawa	86	94	1	181
Parry Sound	10	0	0	10
Petawawa-Deep River	7	0	0	7
Pembroke	13	2	0	15
Peterborough	32	17	0	49
Sault Ste. Marie	17	34	0	51
Sioux Lookout *				0
Sudbury	33	39	0	72
Thunder Bay	53	18	0	71
Timmins	36	1	0	37
Tri-Town	13	0	0	13
Totals	628	299	3	930

Reporting32

Total37

86%

Ontario Region

Local	Yes	No	Spoiled	Total
Amherstburg	30	5	0	35
Brantford	27	15	0	42
Chatham	25	0	0	25
Clinton	1	0	0	1
Delhi	5	0	0	5
Fort Erie	10	1	0	11
Georgetown-Acton	15	2	0	17
Guelph	26	24	1	51
Hamilton	69	147	0	216
Kitchener-Waterloo	107	53	0	160
London	136	53	0	189
Milton	5	2	0	7
Niagara Falls	22	3	1	26
Orangeville	9	1	0	10
Oshawa	30	47	1	78
Owen Sound	21	2	0	23
Port Hope	9	0	0	9
Sarnia	41	10	0	51
Scarborough	166	124	1	291
Simcoe	4	0	0	4
St. Catharines	41	9	0	50
St. Thomas	19	5	0	24
Stratford	22	1	0	23
Strathroy	8	7	0	15
Tillsonburg	8	4	0	12
Welland	24	4	0	28
Windsor	118	26	0	144
Wingham	12	1	0	13
Woodstock	8	1	0	9
Totals	1,018	547	4	1,569

Reporting29

Total29

100%

Pacific Region

Local	Yes	No	Spoiled	Total
Campbell River	19	8	0	27
Castlegar	16	4	0	20
Courtenay	22	8	0	30
Cranbrook	24	4	0	28
Creston	4	0	0	4
Dawson Creek	19	0	0	19
Elk Valley	7	4	0	11
Fort Nelson	4	0	0	4
Fort St. John	11	8	0	19
Fraser Valley West	109	48	0	157
Golden	2	1	0	3
Grand Forks	4	0	0	4
Kamloops	53	17	0	70
Kelowna	35	40	0	75
Kimberley	4	6	0	10
Kitimat	10	2	0	12
Nanaimo	20	28	0	48
Nelson	2	12	0	14
Penticton	19	9	0	28
Port Alberni	23	3	0	26
Powell River	5	17	0	22
Prince George	50	4	0	54
Prince Rupert	12	0	0	12
Quesnel	10	0	0	10
Royal City	34	93	1	128
Salmon Arm / Revelstoke	7	5	0	12
Smithers	5	0	0	5
Squamish *				0
Sunshine Coast *				0
Terrace	17	0	0	17
Trail	9	7	0	16
Upper Valley	8	11	0	19
Vancouver	183	297	0	480
Vernon	14	4	1	19
Victoria	71	34	1	106
Whitehorse	9	4	0	13
Williams Lake	10	3	0	13
Totals	851	681	3	1,535

Reporting35

Total37

95%

October 23 to December 3, 2016

** Indicates ballots were not received*

Atlantic Region				
Local	Yes	No	Spoiled	Total
Annapolis Valley	6	11	0	17
Antigonish	2	14	1	17
Acadie-Bathurst	6	20	0	26
Breton	2	17	0	19
Bridgewater	14	7	0	21
Campbellton	0	6	0	6
Carbonear	1	6	0	7
Channel-Port-Aux-Basques	0	2	0	2
Charlottetown	3	16	0	19
Corner Brook	0	1	0	1
Cumberland	3	9	0	12
Deer Lake	0	3	0	3
Edmundston	0	5	0	5
Exploits Valley	0	4	0	4
Fredericton-Oromocto	7	14	0	21
Fundy	0	28	0	28
Gander-Lewisporte	0	2	0	2
Liverpool	2	6	0	8
Miramichi	0	12	0	12
Moncton	8	21	0	29
New Glasgow	4	9	0	13
Nova	5	45	0	50
Pictou	0	2	0	2
Port Hawkesbury	3	14	0	17
St. Anthony	0	1	0	1
St. John's	6	14	0	20
St. Stephen	3	9	0	12
Stephenville	0	2	0	2
Summerside	0	13	0	13
Truro	2	22	0	24
Woodstock	11	9	0	20
Yarmouth	4	13	0	17
Totals	92	357	1	450
Reporting				32
Total				32
				100%

Prairie Region				
Local	Yes	No	Spoiled	Total
Banff	5	3	0	8
Battleford *				0
Brandon	7	4	0	11
Calgary	37	92	2	131
Canora	2	0	0	2
Dauphin-Swan River	9	0	0	9
Drayton Valley	8	0	0	8
Edmonton	78	14	0	92
Estevan	1	0	0	1
Flin Flon *				0
Fort McMurray	0	7	0	7
Grande Prairie	9	10	0	19
Hay River	2	1	0	3
Lethbridge	16	7	1	24
Lloydminster *				0
Medicine Hat	10	1	0	11
Melville *				0
Moose Jaw	1	0	0	1
Ponoka	8	0	0	8
Portage La Prairie	2	0	0	2
Prince Albert	2	4	0	6
Red Deer	20	5	0	25
Regina	10	0	0	10
Saskatoon	2	28	0	30
Swift Current	3	0	0	3
The Pas	1	0	0	1
Thompson	0	0	0	0
Weyburn	1	0	0	1
Winnipeg	20	10	0	30
Yellowknife	6	1	0	7
Yorkton	4	0	0	4
Totals	264	187	3	454
Reporting				27
Total				31
				87%

Quebec Region				
Local	Yes	No	Spoiled	Total
Baie-Comeau	1	0	0	1
Bois-Francis	18	0	0	18
Chibougamau *				0
Côte-Nord	4	0	0	4
Drummondville	23	1	0	24
Farnham	9	1	0	10
Gaspé	19	0	0	19
Granby	15	0	1	16
Haut-du-Lac	25	0	0	25
Hautes-Laurentides	29	1	0	30
Iles-de-la-Madeleine	3	0	0	3
Joliette	40	0	0	40
La Mauricie	17	2	0	19
La Sarre	6	1	0	7
Matane	14	0	0	14
Mont-Joli	7	0	0	7
Outaouais-Québécois	47	1	0	48
Québec	87	6	0	93
Rimouski	9	0	0	9
Rivière-du-Loup	14	0	0	14
Rouyn-Noranda	9	2	0	11
Saguenay/Lac St-Jean	26	3	0	29
Sherbrooke	31	1	0	32
Sorel	4	0	0	4
Ste-Thérèse-de-Blainville	18	2	0	20
St-Hyacinthe	9	0	0	9
St-Jean	18	2	0	20
St-Jérôme	33	1	0	34
Thetford Mines	12	1	0	13
Val-d'Or	8	1	0	9
Valleyfield	24	0	0	24
Vaudreuil-Dorion	17	4	0	21
Totals	596	30	1	627
Reporting				31
Total				32
				97%

Central Region				
Local	Yes	No	Spoiled	Total
Alexandria-Hawkesbury	9	0	0	9
Arnprior-Renfrew *				0
Barrie	29	17	0	46
Belleville	17	15	1	33
Brockville-Prescott	10	3	0	13
Cobourg	6	4	0	10
Collingwood	15	6	0	21
Cornwall	13	1	0	14
Dryden	3	2	0	5
Elliott Lake-Blind River	2	1	0	3
Fort Frances	2	0	0	2
Hearst	1	0	0	1
Kapuskasing	2	0	0	2
Kenora	4	0	0	4
Kingston	26	1	0	27
Kirkland Lake	2	0	0	2
Lindsay	9	12	0	21
Midland	9	5	0	14
Muskoka	24	1	0	25
Napanee	10	2	0	12
Newmarket	16	49	0	65
North Bay	19	5	0	24
Orillia	17	8	0	25
Ottawa	10	59	1	70
Parry Sound	5	2	0	7
Petawawa-Deep River	1	0	0	1
Pembroke	7	7	0	14
Peterborough	16	4	0	20
Sault Ste. Marie	5	7	0	12
Sudbury	5	37	0	42
Thunder Bay	10	1	0	11
Timmins	13	0	0	13
Tri-Town	18	1	0	19
Totals	335	250	2	587
Reporting				32
Total				33
				97%

Ontario Region				
Local	Yes	No	Spoiled	Total
Amherstburg	15	5	0	20
Brantford	11	8	0	19
Chatham	13	3	0	16
Clinton	6	0	0	6
Delhi	2	0	0	2
Fort Erie	3	2	0	5
Georgetown-Acton	7	13	0	20
Guelph	7	13	0	20
Hamilton	2	66	0	68
Kitchener-Waterloo	12	20	0	32
London	15	16	1	32
Milton	12	6	0	18
Niagara Falls	4	1	0	5
Orangeville	15	6	0	21
Oshawa	3	29	0	32
Owen Sound	41	11	0	52
Port Hope	3	1	0	4
Sarnia	16	1	0	17
Scarborough	24	86	1	111
Simcoe	10	1	0	11
St. Catharines	8	3	0	11
St. Thomas	8	1	0	9
Stratford	7	1	0	8
Strathroy	8	3	0	11
Tillsonburg	9	0	0	9
Welland	15	1	0	16
Windsor	15	1	0	16
Wingham	4	1	0	5
Woodstock	13	4	0	17
Totals	308	303	2	613
Reporting				29
Total				29
				100%

Pacific Region				
Local	Yes	No	Spoiled	Total
Campbell River	6	2	0	8
Castlegar	1	1	0	2
Courtenay	7	7	0	14
Cranbrook	4	0	0	4
Creston	4	2	0	6
Dawson Creek	2	0	1	3
Elk Valley	5	1	0	6
Fort Nelson	1	0	0	1
Fort St. John	3	1	0	4
Fraser Valley West	40	20	0	60
Golden	4	1	0	5
Grand Forks	1	2	0	3
Kamloops	15	2	0	17
Kelowna	4	31	0	35
Kimberley	3	0	0	3
Kitimat	1	0	0	1
Nanaimo	18	15	0	33
Nelson	1	5	0	6
Penticton	16	4	0	20
Port Alberni	3	0	0	3
Powell River	2	2	0	4
Prince George	0	20	0	20
Prince Rupert *				0
Quesnel	4	1	0	5
Royal City	3	47	0	50
Salmon Arm / Revelstoke	7	4		11
Smithers	5	1	0	6
Squamish *				0
Sunshine Coast	2	8	0	10
Terrace	2	0	0	2
Trail	0	2	0	2
Upper Valley	1	20	0	21
Vernon	9	9	0	18
Victoria	10	10	0	20
Whitehorse	3	5	0	8
Williams Lake	9	1	0	10
Totals	196	224	1	421
Reporting				34
Total				36
				94%

October 23 to December 3, 2016

* Indicates ballots were not received