



50 ans de solidarité... *et la lutte continue!*
Fifty years of solidarity.... *the struggle continues.*



**CANADIAN UNION OF
POSTAL WORKERS**

**ACTION PLAN
2015 - 2019**

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Protecting the Public Post Office, Creating the Conditions for Successful Negotiations and Building the Union

A program of action for the next mandate must recognize the work of the past term and must be structured on the policies and principles of the union, the decisions of convention and respect the voices of the membership.

CUPW has been through some difficult times in the past number of years. The Conservative government has attacked our working conditions, our union, our pensions and threatened more retribution in the future through direct intervention in our negotiations or more draconian legislation. We are certainly not the only victim of this government and we certainly have the ability to work with other like-minded organizations and make some positive changes in our communities.

CUPW launched a constitutional challenge to the back to work legislation. We contributed to the Canadian Labour Congress “Fairness” and pension improvement campaigns, participated in the Election Preparation Conferences and joined with other unions and organizations representing retirees to defend accrued and future pension benefits.

Additionally we have participated in ongoing demonstrations against the Harper government’s cutbacks in public services, supported peace movement initiatives and celebrated with many others the full and final release of the Cuban 5.

In order to be an effective partner in such a movement we must ensure a strong organization, a motivated, educated activist base and an informed supportive membership. We need to build an organization that gives us strength at the bargaining table, strength in our communities and strength in our workplaces. We must also recognize the evolving diversity of our membership and the change in the work of our membership. We certainly must recognize the importance of women in our union and the ongoing problems our sisters face at work and in our communities.

Fighting for the Future of our Universal, Public Postal Service

CUPW supports a universal, public postal service with an exclusive privilege on lettermail. The union wants to keep our post office public so that its primary goal is service rather than profit. We want it to continue to provide everyone, regardless of where they live, with an affordable method of communications and delivery. As well, we want to maintain the exclusive privilege and encourage innovation so that Canada Post is able to generate the money it needs to provide universal, public postal service. In addition, the union believes the post office should support economic development and provide good jobs in communities across the country.

Unfortunately, universal, public postal service and the exclusive privilege are threatened like never before.

Post offices everywhere face increased competition from both electronic communications and private sector companies. As a result, mail volumes and revenues have declined in recent years. This has led some postal administrations to innovate and others to make cuts, privatize and deregulate.

On December 11, 2013, Canada Post announced its five-point plan to cut and change public postal service as we know it. The federal government immediately endorsed the corporation's plan, which includes eliminating home mail delivery, dramatically increasing postage rates, closing and downsizing post offices and reducing their hours, and destroying 6,000 to 8,000 jobs.

These massive changes to public postal service and jobs could not be happening without government support and approval. Not only that, these changes could be just step one in a government plan to privatize Canada Post.

The government has stated that it has no plan to privatize. However, a confidential memo obtained through an Access to Information (ATI) request shows that Prime Minister Stephen Harper received a secret memo about the privatization of Royal Mail just three months prior to Canada Post announcing its radical cutback plan.

By cutting post office costs, the government and corporation could be attempting to make Canada Post more attractive to private sector investors.

Alternatively, the government could be looking at postal liberalization. This means reducing government regulations - such the exclusive privilege on lettermail - and opening up the postal market to competition.

Canada Post would likely pursue an agenda of cost cutting to make itself more competitive if the government was considering postal liberalization, either by way of legislation or an international trade agreement.

Canada Post's submission to a government review panel in 2008 stated that it was not against market liberalization but that it did not want liberalization introduced before its postal transformation process was completed. The corporation's postal transformation process is ongoing.

While the government and postal management have an agenda for Canada Post, so does CUPW. For years, we have had a proactive vision for our post office. We have called for a universal, public postal service that uses expansion and innovation to generate revenues, create jobs and, of course, improve the kind of service we provide. We have taken this message to the work floor, our communities, the electorate, the bargaining table and sometimes to the street. And we have gained a great deal of support, especially in relation to our recent call for postal banking. In many ways, it is our proactive vision for Canada Post that has enabled us to resist the kind of postal privatization and liberalization that we see in other parts of the world.

The most recent version of CUPW's vision is called A Better Public Postal Service For Everyone! This document calls for fair postage rates, accessible delivery, the maintenance of rural and urban post offices, the reintroduction of financial services, transparency and accountability, a greener post office, respect and decent working conditions (See Appendix A).

For more than a year now, CUPW sisters and brothers have been working hard to defeat the corporation's five-point plan and create a better public postal service for everyone through our Save Canada Post campaign. Members have campaigned tirelessly and inspired others to join with them. As a result, we have tremendous support that grows daily.

So far, over 550 municipalities have passed resolutions opposing the end of home mail delivery and other cuts (As of April 3, 2015). Over 600 municipalities have passed resolutions supporting alternatives to cuts such as postal banking. In addition, other groups are taking actions, including unions, small businesses, community associations and organizations representing seniors and people with disabilities. Plus, thousands of people have signed petitions opposing the Canada Post cuts and calling for innovations such as

postal banking. MPs have regularly presented these petitions in the House of Commons. Last but not least, all federal political parties except the Conservatives have promised to stop or put a moratorium on the home mail delivery cuts if elected, and the NDP and Green Party support the restoration of home mail delivery to people who have lost it.

Objectives:

- To preserve and expand universal public postal service and maintain the exclusive privilege.
- To restore home mail delivery and reverse other cuts announced in Canada Post's Five-Point Action Plan
- To defeat the Conservative government
- To radically reform or defeat unjust trade agreements that undermine public services such as postal service and develop alternatives to these agreements.

Actions:

- In order to implement CUPW's vision, the union will:
- Build on the success of the Save Canada Post campaign to stop Canada Post's five-point plan, restore home mail delivery and convert more points of call to home delivery as the corporation's finances permit.
- Work with members and allies to ensure that the federal government conducts a public review of the Canadian Postal Service Charter and Canada Post's five-point plan.
- Work with members and allies to ensure that postage rates are affordable and equal for everyone.
- Continue to work with members and allies to stop the closure and downsizing of public post offices and the reduction of their hours.
- Continue to press Canada Post to make better use of the largest retail network in the country to provide more services to the public.
- Continue to press Canada Post to experiment with service expansion and job creation.
- Continue to work closely with Union Network International and other postal unions throughout the world to share information and experiences in connection with postal innovations, and explore the possibility of holding a postal innovations conference.
- Continue to research what other countries are doing in connection with postal innovations, especially postal banking.

- Continue to push for the release of Canada Post's postal banking study.
- Establish a coalition to promote postal banking.
- Encourage Canada Post to reduce Greenhouse Gas (GHG) emissions at the workplace through collective bargaining, joint committees and consultation.
- Take measures to reduce GHG emissions by promoting the consolidation of mail delivery services and the establishment of Canada Post as the sole and environmentally friendly option for delivering parcel and courier products.
- Work with our members and allies at the local, regional, national and international levels to increase our ability to fight for a universal, public, affordable and green public postal service.
- Work at all levels to ensure postal workers have safe and healthy working conditions.

Federal Election

Universal public postal service and jobs are increasingly threatened by the actions and positions of our federal government.

The Conservatives are solidly behind the attack on public postal service and jobs in Canada Post's five point plan. They are also engaged in an unprecedented assault on our rights, including the right to strike, that threatens to undermine our long-term ability to protect jobs and fight for universal, public postal service.

While CUPW has a broad based campaign to defeat Canada Post's five-point plan and create a better public postal service for everyone, the union is putting special emphasis on federal election work. We firmly believe that we can stop the corporation's plan if we defeat the Conservatives in the upcoming federal election.

To date, the union has:

- Developed a list of ridings where federal Conservatives are vulnerable and a list of ridings where Conservatives almost won in the last election.
- Developed a plan for vulnerable Conservatives ridings.
- Provided human and financial resources to local campaigns in at least ten vulnerable Conservative ridings.
- Conducted a town hall (collective conference call) to prepare for the federal election.

- Sent information to locals about election rules relating to political donations and third party advertising.
- Encouraged members and union representatives to attend the CLC's election preparation conferences.
- Sent information and resources to locals to help them develop ads and conduct canvassing.
- Organized public forums, rallies, canvassing, flyer drops and other activities in communities throughout the country.
- Worked with Up for Debate, an alliance of over 100 women's organizations and their allies to raise awareness about women's rights in the run up to the election and to call on all political parties to commit to a federal leaders' debate on women's issues.
- Worked with the Council of Canadian's on their Go Vote campaign in order increase voter participation in the upcoming federal election.
- Worked with Vote Child Care 2015 to build support for affordable, quality child care.
- Asked federal parties for their positions on home mail delivery, rate hikes, the attack on our public postal network, the destruction of decent jobs and the future of Canada Post.
- Pushed parties to improve their positions.

As indicated earlier, all federal political parties except the Conservatives have promised to stop or put a moratorium on the home mail delivery cuts if elected, and the NDP and Green Party support the restoration of home mail delivery to people who have lost it. In addition, most parties have gone on record as being opposed to the rate hikes and other cuts in Canada Post's five-point plan (See Appendix B).

Actions:

- The union will:
 - Encourage members and others to vote for parties that are opposed to the cuts and rate hikes announced in Canada Post's five point plan.
 - Produce materials outlining party positions on postal issues and other important issues.
 - Send a letter to all members with a fact sheet outlining where all the parties stand on the Canada Post cuts and the restoration of home mail delivery.
 - Distribute other election-related information through bulletins, our website, our Facebook page, Edigest and other forums.

- Continue to work with locals and members in targeted vulnerable Conservative ridings.
- Continue to work with locals on ads, canvassing and other activities.
- Continue to provide locals with information and support through the Save Canada Post co-ordinators.
- Encourage members to attend all candidates meetings to raise concerns about postal issues, child care and other important issues.
- Encourage members to volunteer in the election campaigns of labour-friendly MPs.
- Develop a communications strategy for the upcoming federal election.
- Use social media to get our election messages out.
- Continue to support campaigns such as Up for Debate, Go Vote and Vote Child Care 2015.
- Participate in election-related campaigns organized by the Canadian Labour Congress, provincial Federations of Labour and other progressive groups.
- Participate in campaigns to replace our first-past-the-post electoral system with a form of proportional representation so that a party or parties cannot form a government without having the support of a majority of voters.
- Do as much as possible during and in the run-up to the federal election to lay the groundwork for the preservation of universal, public postal service and the establishment of a more just, egalitarian and progressive society for workers and others.

International trade agreements

Universal public postal service and the exclusive privilege are also threatened by corporations that want to increase their share of the postal-courier market by undermining our post office. Some businesses have sought to do this by seeking legislative change. Others have attempted to win postal reforms through the backdoor of international trade agreements. As a rule, these corporations want greater commercialization as well as deregulation and privatization of postal services.

In May 2009, Canada and the European Union launched negotiations on a Comprehensive Economic and Trade Agreement (CETA). The parties reached “agreement in principle” in October 2013 and the federal government released the text of CETA about a year later. CUPW has been concerned about this deal from the start and is currently working with

groups to oppose CETA because it favours large, multinational corporations at the expense of people, jobs, the environment, food, culture, water, telecommunications and public services, including postal service.

The federal government has only partially protected postal services in CETA. Canada took an Annex I reservation rather than a stronger Annex II reservation. An Annex II reservation would have protected existing or future non-conforming measures and allowed for future policy changes. For example, an Annex II reservation would have given the government the policy flexibility to reverse postal deregulation that is not working in our interests.

Instead of adopting this stronger exclusion, Canada took an Annex I reservation that will protect Canada Post's existing exclusive privilege to handle letters, but lock in current and future government decisions to deregulate Canada Post.

As it stands now, CETA will lock in deregulation of outbound international letters. As you may recall, the federal government partially liberalized or deregulated Canada Post in 2010 by removing our post office's exclusive privilege to handle outbound international lettermail. This move eroded the Crown corporation's revenue-generating capacity.

Canada Post will not be able to get this capacity back if CETA is ratified. Canada's decision to take an Annex I reservation means that current and future federal governments will not be able to democratically decide to reverse deregulation of international letters in order to increase postal revenues which support universal postal service.

The final text of CETA also includes a controversial investor-state dispute settlement (ISDS) mechanism. According to the Canadian Centre for Policy Alternatives (CCPA), a large bloc of parties in the European Parliament (which has a veto over the deal) have indicated they may reject the ISDS mechanism. CCPA has also reported that many of the EU's member states have serious misgivings about this mechanism.

CETA is not a done deal just yet. The text has to be voted on by the European Parliament and possibly members states as well (if it is considered a mixed competence agreement). This process could take more than a year, although the parts of the agreement that fall under the EU Commission's jurisdiction could come into force earlier. In Canada, a treaty like CETA can be ratified by the federal cabinet, but implementing legislation must be introduced in the federal parliament and in provincial and territorial legislatures when matters fall within provincial jurisdiction.

CUPW will continue to fight CETA and other international trade agreements that are not in the public's interest, such as the Trade in Services Agreement (TISA) and the Trans-Pacific Partnership (TPP).

Actions:

- The union will:
 - Continue to work with the labour movement and the Trade Justice Network to defeat CETA and other unjust trade agreements.
 - Educate CUPW members and the public about the threats posed by CETA and other unjust international trade agreements.
 - Work with our allies at national and international levels to destabilize the political and corporate momentum behind unjust trade agreements and also work to develop democratic alternatives.
 - Increase our capacity to participate in campaigns against unjust trade agreements and campaigns for democratic alternatives to these agreements.

2015 Negotiations

In 2015 we will enter into collective bargaining negotiations with Canada Post for both the Urban and RSMC bargaining units. CPC has already signalled its intention to eliminate important, hard won benefits such as the paid meal period in the urban agreement. CUPW's objective is to improve benefits and improve working conditions for all workers at Canada Post. Canada Post management has plans to privatize retail services and eliminate home delivery in order to maximize profitability. CUPW has a vision of a dynamic post office making full use of its retail and delivery infrastructure to provide necessary services to the public. Management wants to increase productivity at the expense of workers health and safety. CUPW is determined to ensure that the production process and the work environment are safe and promote well-being. The stage is being set for a major conflict.

Facing a New Reality: Management Lock-out

The upcoming negotiations will also be the first time that we enter bargaining with the knowledge that Canada Post management, with the full support of the federal Conservative government, is prepared to completely shut down the postal system for a protracted period of time. This new management tactic does not alter the primary importance of the right to strike for postal workers. The right to withhold our labour is a basic human right necessary to ensure workers have the ability to collectively influence their compensation and working conditions. However CUPW has never believed that the right to strike was the only means by which we can pressure employers to be reasonable. Ultimately our greatest asset is an

organized and knowledgeable membership capable of taking action during and between rounds of collective bargaining.

The unprecedented action of Canada Post to lock-out its workers and shut down the postal system serves to illustrate the need for CUPW to regularly re-examine our strategy and tactics to ensure we have sufficient industrial power and political support necessary to exert pressure on the employer to negotiate a satisfactory collective agreement.

An Opportunity to Save Canada Post

The 2015 negotiations also provide the Union with the opportunity to bring our campaign to Save Canada Post to the bargaining table. As stated in the NEB's 2015 Negotiations Discussion paper, in the past we have included service expansion and job creation measures in our National Program of Demands. In the past we have often been successful in pressuring management to initiate new services in both retail and delivery. This year we will be able to use the collective bargaining process to fight for a new orientation for Canada Post, one in keeping with the original legislative mandate to improve services.

Preserving, re-establishing and extending door to door home mail delivery is a practical and responsible objective that can be pursued through negotiations. It is also time to act upon the four years of study and planning that Canada Post has already conducted with respect to postal banking. Millions of people are not properly serviced by the existing banks and Canada Post can play a major role providing financial and banking services through its network.

In 2011, prior to the passage of the back to work legislation, Canada Post was prepared to establish a joint committee to examine the potential for postal banking. In 2015 we are ready to implement this service.

We know that, with the proper strategic planning and action, we will be able to gain widespread public support for a program of collective bargaining demands that both improve services and support the financial future of Canada Post. However the past has frequently demonstrated that even massive public support is no guarantee of success in negotiations. CUPW has learned through bitter experience that one union, no matter how strong and united, cannot defeat the power of the state. Successful negotiations will require active support from the membership, the labour movement and our political and community allies.

Objectives:

- Establish an effective negotiations support campaign for Rural and Suburban Mail Carriers (RSMC) Urban Postal Operations (UPO) in our workplaces and our communities.
- Provide support campaigns, as required, to regions and locals involved in Private Sector Bargaining Unit (PSBU) negotiations.
- Educate members and activists on our bargaining demands.
- Train stewards on workplace organizing around our demands.
- Implement strike preparation training for Locals where required.
- Implement a communications strategy with members including workplace visits and discussions involving the leadership of the Union.

Actions:

- Following the ratification of the RSMC, the UPO, the Adecco/SQR and any other bargaining unit demands CUPW shall prepare appropriate support documentation on our demands for our membership and for our allies in our communities.
- As our resources allow, CUPW shall conduct an internal and public campaign in support of our demands.
- As part of our internal campaign, the CUPW leadership shall meet with members in the workplace to discuss negotiations and listen to the members' concerns.
- CUPW shall train stewards and other Local representatives on workplace organizing in support of our demands.
- CUPW shall update and deliver strike preparation for our locals.

Working with allies in the Labour Movement and our Communities

Objectives:

- Continue and grow our involvement in labour centrals in Canada and Quebec.
- Continue our financial support and involvement with our coalition partners.
- Continue and involve more members in International labour groups and activities.
- Encourage CUPW involvement in progressive organizations and community groups.
- Continue Political Action Training for members.

- Recognize CUPW retirees as a valuable resource in our struggles and expand CUPW's support for retirees.

Actions:

- The National Executive Board shall ensure active participation of CUPW representatives in labour councils, federations of labour, the Canadian Labour Congress and the Quebec Federation of Labour and their committees.
- CUPW will update resolutions annually for federation of labour conventions and labour council meetings.
- CUPW will continue to participate in events and campaigns of labour centrals as our resources allow.
- CUPW shall continue to support workers in negotiations, campaigns and collective action against their employer's or government actions.
- CUPW will continue active participation in our coalition partners' organizations and encourage and support involvement in national, regional and local chapters of these organizations.
- The National Executive Board will review all sustaining financial commitments to Coalition and Labour Movement partners.
- CUPW will communicate with our Locals the decisions of the National Executive Board in regards to sustaining support to our partners.
- The National Executive Board will ensure an open and transparent process for members to participate in International delegations while always ensuring an equity and gender lens is applied to our delegations and those we support in reciprocal arrangements.
- Reports from International delegations or summaries of reports shall be made available through various forums of the Union.
- CUPW shall encourage our international participants to share the knowledge they have gained within their Local and community.
- Through our Education and Organizing departments CUPW shall continue Political Action training for our members and encourage participation in progressive organizations and community groups.
- Encourage active Local Pension and Retiree Benefits Committees under the National Constitution.
- Encourage retirees to join the Congress of Union Retirees of Canada.
- Establish and maintain a retiree contact system and encourage members to remain active and supportive after they retire from CUPW bargaining units.

Building The Union

CUPW has for decades recognized the direct link between a strong public postal service and decent jobs and working conditions. This has resulted in CUPW taking on some tremendous challenges in the past including

- the Boycott the Postal Code campaign of the 1970's,
- the fight against lower paid coder classifications in the 70's, 80's and 90's,
- the expansion and preservation of corporate Retail Outlets in the 80's and 90's,
- the contracting in of rural mail delivery in the 2000's,
- and now the defence of home mail delivery.

These battles with the state represented an approach that relied on a strong steward body and informed active membership base. The following section outlines the part of our Action Plan to build the power of the union, strengthen the role of equity seeking groups and new and retired members and revise the Union's structure.

Empowerment of the membership and stewards

Objectives:

- Increase the number and train activists and members to be effective organizing stewards in our workplaces.
- Increase the participation of all equity groups within the union
- Identify and train social stewards to be a resource for members in need of assistance.
- Establish an effective communications network for stewards.
- Engage the membership in the work, campaigns and results of the union's efforts.
- Establish an effective communication network for members.
- Build the concept of collective action in the workplace as a model for resolving problems.
- Recognize the importance of youth in our membership and our communities.

Actions:

- CUPW shall conduct a survey of the current stewards and Local executive members on the needs of stewards in the workplace, the barriers they face and improvements in recruitment and training required to effectively represent and organize the workplace.
- Working with the National Human Rights and Women's Committees our Union shall survey members of equity seeking groups on identifying and dismantling barriers to participation as stewards in the workplace.
- CUPW shall also work with the appropriate regional offices on an active steward recruitment and training program for Private Sector Bargaining Units.
- CUPW shall build on the current Social Stewards policy and any further resolutions adopted at this convention and expand the Social Steward network to all regions and bargaining units of our union.
- CUPW shall explore and implement various forms of communications with members and stewards with an emphasis on the various negotiations in the upcoming mandate.
- CUPW's communications strategy shall include workplace visits by the Union leadership to inform and listen to the membership.
- While the grievance process is important, CUPW shall train stewards on collective action in the workplace as an alternative for resolution of workplace problems.
- Through the Education and Organizing departments and in conjunction with the regional Education and Organization Officers implement specific training and mentoring programs for young workers.
- Expand our labour orientated outreach in our school system with young members talking to students.

Women in CUPW and Our Communities

Objectives:

- Expand the discussion of barriers to Sisters in the CUPW structure.
- Recommend solutions to the appropriate level of the union and monitor the progress of solutions.
- Confront the issue of violence against women in our communities.
- Support organizations in their struggles defending women's rights.
- Promote and support the CLC study "Can work be safe when Home isn't"

- Actively support the need for an inquiry in the murder and disappearance of aboriginal women and girls.

Actions:

- Through the National and Local women's committees CUPW shall prepare an analysis of barriers faced by Sisters and submit a report with recommendations for distribution to all levels of the union within eighteen months of the 2015 National Convention.
- The national Women's Committee shall report on the implementation of the recommendations to subsequent National Executive Board meetings.
- CUPW shall work with labour centrals, women's groups and community groups in combatting violence against women and supporting initiatives in defence of women's rights.
- CUPW shall continue support for an inquiry into the murders and disappearance of aboriginal women and girls and shall include information and discussions at union events.

Diversity in CUPW and Our Communities

Objectives:

- Expand the discussion of barriers to members of equity groups in the CUPW structure.
- Recommend solutions to the appropriate level of the union and monitor the progress of solutions.
- Support organizations defending the rights of equity seeking groups in our communities
- Continue our efforts in Aboriginal hiring and increase pressure on the Corporation in this regard.

Actions:

- Through the National and Local Human Rights Committees CUPW shall prepare an analysis of barriers faced by equity seeking groups and submit a report with recommendations for distribution to all levels of the union within eighteen months of the 2015 National Convention.
- The National Human rights Committee shall report on the implementation of the recommendations to subsequent National Executive Board meetings.

- CUPW shall work with labour centrals, human rights groups and community groups in defending the rights of equity seeking groups in our communities.
- CUPW shall continue to demand that Canada Post implement an Aboriginal hiring policy in the UPO and RSMC collective agreements that actually results in the hiring of a significant number of aboriginal workers.
- CUPW shall encourage and support members' participation in forums relating to equity seeking groups.

Organizing new members

Objectives:

- Continue organizing workers in the postal, courier, warehousing and logistics sectors.
- Continue organizing workers in sectors where we currently represent workers.
- Call for applications for External Organizing Coordinators immediately following convention.
- Call for additional worker organizers after convention
- Provide ongoing training to Coordinators and organizers in organizing and labour board procedures.
- Implement an effective negotiations strategy to obtain collective agreements to counter employer driven delays and decertification applications.
- Train and utilize more members as negotiators for PSBU units.
- Establish an easily accessible database of PSBU collective agreement language.

Actions:

- The External Organizing department will present an updated organizing plan to the National Executive Board within three months of the conclusion of the 2015 Convention.
- Locals shall be contacted prior to initiating an organizing campaign and be updated on the progress of the campaign. Local input will be encouraged.
- In conjunction with Regional Education and Organization Officers the officer responsible for External Organizing shall call for applications for External Organizing Coordinators and Organizers immediately after Convention.
- CUPW shall ensure gender and equity are applied to the selection of Coordinators and Organizers.

- Appropriate training shall be provided to all those selected for external organizing work.
- In conjunction with the Grievance department, a negotiations strategy shall be implemented for first collective agreements with private sector employers.
- In conjunction with officers and representatives responsible for negotiating PSBU contracts a standard template for PSBU collective agreements by sector shall be established.

Preparing for a structural change

Objectives:

- Initiate a process for reviewing CUPW structure.
- Ensure a financial and organizational analysis of all levels of the union is prepared by the incoming National Executive Board.
- Ensure Locals and members have the opportunity to provide suggestions.

Actions:

- The National Executive Board shall implement the decision(s) of convention involving the structure and operations of the Union.
- The National Executive Board shall develop a specific plan dealing with the structure to be presented to the 2016 National Executive Committee/Regional Executive Committee meeting.
- After adoption, the plan shall be distributed to all Locals.
- Input from Locals and members will be encouraged through various direct communication forums.
- The National Secretary Treasurer shall prepare an analysis of the Union's financial situation along with a financial projection for the term.

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