

November 22, 2022

Comrades & friends,

CUPW is facing the greatest threat ever posed to its future.

Lettermail no longer gives us the job security it used to. We are increasingly exposed to competition. While Canada Post is trying to adapt its business model to the digital era, letter mail volumes continue to fall, and the increased revenue from parcel volumes is not reliable. More and more non-union courier companies – and also eCommerce companies doing their own delivery – are entering the parcel delivery industry to compete against us.

If the working conditions at non-union delivery companies are not addressed and the standards increased, then wages and working conditions at CPC will be under downward pressure, and CUPW – with so much of our membership employed at Canada Post – will lose members and bargaining power.

While legislation and public pressure can help to protect our market share and jobs, the only sure way is to organize last mile delivery into unions.

Other unions have taken on this challenge, but we cannot let them be the masters of our destiny. We need to organize for ourselves in ways that are strategic to the goals and purpose of CUPW.

Since CUPW started organizing the cleaners in its mail processing facilities in the 1980s, we've signed thousands of workers across the country in delivery, healthcare, custodial, and administrative work. We've done external organizing campaigns that punch way above our size, but right now, we cannot take on big organizing campaigns.

We currently have few trained external organizers, and the number of members who remember our greatest organizing successes are quickly leaving our ranks. In fact, CUPW stands to lose roughly 20 percent of its membership to retirement over the next five years. To take on the organizing challenges that we've been presented with, we need to rebuild from the ground up.

We will select members who are committed and disciplined and train them in external organizing. These members will constitute the core of our external organizing. With time and campaign experience under their belt, this core will grow, and new organizers will be trained, allowing CUPW to take on more ambitious campaigns.

If you are like me and care about your job, and the family it supports, consider applying to become a CUPW external organizer. You will be trained and given the tools, support, and networks to help you succeed.

Organizing the unorganized workers in the sector is our only option for building a better future for CUPW.



Ryan Lum

National Union Representative - External Organizing

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# Apply Now to Become a CUPW External Organizer!

CUPW is currently seeking CUPW worker organizers (article 10.17) in every Region to be trained to assist with CUPW campaigns to organize new private sector bargaining units. These positions will begin sometime in 2023 and will be utilized as required. The successful candidates will be tasked with collaborating primarily with the National Union Representative for External Organizing and their respective Regional office, as well as the 3<sup>rd</sup> National Vice-President and any Locals involved in the campaign.

## Responsibilities

- Work with CUPW locals and regions in the development and coordination of the organizing campaign as determined by the National Executive Board
- Identify, assess, and recommend organizing targets, in collaboration with the CUPW organizing department
- Worksite mapping and contact list building
- Maintain database of workers
- Develop organizing campaign plans – including objectives and timelines
- Conduct outreach to workers – identify and train workplace leaders
- Prepare regular reports on campaigns

## Qualifications

- Must be a CUPW member in good standing.
- Ability to travel and work long, irregular hours – including weekends, early mornings, evenings, and late nights as needed
- Strong organization and communication skills
- Ability to work with others in a racially and culturally diverse membership
- Ability to work under pressure and with minimal supervision
- Ability to multi-task, set priorities, and meet deadlines
- Demonstrated history of union and community organizing experience
- Facilitation and training experience considered an asset
- Basic computer skills, including MS Word and MS Excel

As part of our commitment to reflect the diversity of our membership, CUPW encourages applications from women, Indigenous peoples, persons with disabilities, racialized people, French-speaking, multi-lingual people and 2SLGBTQ+ people.

## How to Apply

Your application must be submitted via the online form at [Form Editor - 123FormBuilder](#)  
Applications must be submitted no later than **Dec 9, 2022**.

In Solidarity,



Ryan Lum  
National Union Representative – External  
Organizing



Roland Schmidt  
3<sup>rd</sup> National Vice-President