



Report on External Organizing to the National Convention

George Floresco
3rd National Vice-President

During this mandate we have built on previous organizing successes and strengthened CUPW's role in the postal, transport, logistics and communications sectors. We identified segments where workers are unorganized, have sufficient numbers to make a viable bargaining unit and where we have the leverage to negotiate good collective agreements.

The motivations for CUPW to organize remain strong: to improve the conditions for other workers in the sector and to help protect postal workers' wages and working conditions. The union has committed to external organizing in its national policies:

"The Union adheres to the principle that unorganized workers need to organize into unions. The union realizes that the existence of large numbers of unorganized workers allows for massive employer exploitation and oppression of these workers and fundamentally undermines the strength of the entire labour movement." **(National Policy B-9)**

Organizing is necessary for our survival as a union. The wages and working conditions in the private courier sector put constant downward pressure on the conditions of Canada Post workers. The race to the bottom and flaunting of existing labour and tax laws in the private courier sector impact us all.

The work has been started this mandate to improve the way CUPW conducts external organizing. We must continue this work and take into account the following key issues when considering organizing campaigns:

Planning and process for organizing campaigns:

Prior to signing cards, an organizing strategy and plan should be developed. The plan should include:

- The campaign coordinator
- The number of organizers for the campaign
- Timelines
- Consultation with the region and local, if applicable
- Budget and resolution for the National Executive Board.
- Tactics and messaging to the workers
- Campaign confidentiality
- Communications and meeting strategy
- Campaign re-evaluation

Number of workers: In general, we will try to organize mid-sized workplaces. At this point, CUPW lacks the resources and capacity to tackle huge national campaigns. The union would also like to avoid campaigns for small groups of workers, given the resources involved.

Bargaining units: Ultimately, we want to ensure a functional bargaining unit with the greatest bargaining strength.

Density: The higher the proportion of organized workers in a sector, the more bargaining power unions have because there is less competition from non-union workplaces.

Geographic spread: If practical and possible, the union will attempt to organize numerous worksites for the same company, though not necessarily at the same time.

Sector: CUPW will prioritize the postal, communications, transport, warehousing and logistics sectors for organizing campaigns in order to ensure adequate representation and servicing of new units. Additionally we will target sectors we currently represent.

Leverage: The union will prioritize campaigns in which we have the leverage to bargain a good collective agreement.

Unorganized workers: The union will focus organizing resources on workers who are not already represented by another union. Some of the largest companies such as Purolator and UPS are already organized.

Post-certification:

Our organizing strategy will also take into account the importance of follow-through and communication after a successful certification. In order to functionally organize and have credibility as an organizing union, we need to integrate new bargaining units into the union and provide them with tangible advantages of being a union member. If we fail to do so, we run the risk that new bargaining units will decertify.

A decision on establishing a new local or adding a new bargaining unit into an existing local must be determined. Demands for bargaining must be determined, a bargaining committee, including members of the new unit, must be established in reasonable timelines. It is expected that a new bargaining unit and local will need considerable support from the regional and national offices in the first few years.

The union will attempt to achieve a first collective agreement in as short a timeframe as possible.

Campaigns, negotiations, and mobilizing of private sector bargaining units saw the national office working closely with the regions, and locals this mandate. Involvement from all levels of the union – is required for us to build density and have success within our sectors.

Accredited Units – Updates

See attached chart.

ATS Courier – Metro Toronto Region:

On December 3rd 2012 we had mediation with ATS. The employer fired two workers in the middle of our organizing campaign. An unfair labour practice complaint was filed pursuant to section 97(1) with the CIRB. We filed a request for ruling of status with the Canada Revenue Agency under the Canada Pension Plan and under the Employment Insurance Act. The employer expressed an interest in settling. By the hearing date both workers had found similar work in another company. Prior to the start of mediation we were able to get the workers an initial settlement for violating the employment contract. At the mediation we were able to obtain an additional monetary settlement for each worker.

Combined Urban Services (section 35) – RMS Pope – *New Brunswick, P.E.I. and Nova Scotia*:

The Union brought a Section 35 Application seeking an order that the Corporation and RMS Pope are a single employer.

Based on the evidence provided, the Board was unable to find that there is common direction with respect to the day-to-day operational activities related to highway services.

In this case, the Board was unable to conclude that the contracts with RMS Pope have been used by CPC to undermine CUPW's bargaining units or bargaining rights at CPC. They felt that there was no evidence that the work of unionized CPC employees has been transferred to lower paid unionized employees of RMS Pope or that CPC engages in the contracting out of its HS and CUS work in order to avoid its obligations under the *Code*. The Board is satisfied that CPC's tendering process is designed to accomplish a legitimate business purpose and does not have, as its objective or effect, the nullification of rights granted to any employees by the *Code*. The employees of RMS Pope remain entitled to organize and bargain collectively, even if their employer does not have the same financial capacity as CPC. The union has not persuaded the Board that a common employer declaration would promote harmonious labour relations, either in respect of its relationship with CPC or with RMS Pope.

Based on our legal counsel's summary and the Board's ruling CUPW did not move forward with a Judicial Review.

RMS Pope

January 2014 the Union filed a complaint for violation of section 94.1 with the Board due to the fact that RMS Pope refusing to remit union dues. As well we asked the Board to issue an interim order under section 19.1 for order that Pope remit dues. Also as a result of complaint filed with the CIRB, on January 31 RMS Pope provided the Union with a cheque for the outstanding union dues and Education Fund contributions.

March 2015 CUPW filed a complaint with the CIRB because RMS Pope Inc. has violated section 23 of the *Canada Labour Code*. Despite numerous attempts by CUPW, P o p e has failed to remit dues and payments dues have not been remitted since and Appendix "D"- "Union Education Fund" payments have not been made.

Jean-Rock Lapointe ("Lapointe")

Between April 1, 2005, and November 30, 2008, 9014-8016 Québec Inc. ("9014") and the Canada Post Corporation (the "Corporation") were parties to a Combined Urban Services contract (the "CUS" contract) for mail transportation and delivery in the city of Jonquière. The Canadian Union of Postal Workers ("CUPW") is the bargaining agent for a unit of employees (the "CUS employees") of 9014.

On June 6, 2008, CUPW and 9014 reached a collective agreement binding the parties until March 31, 2010.

Five months after having reached the collective agreement, Jean-Rock Lapointe ("Lapointe"), the main shareholder of 9014, informed the CUS employees that the CUS contract had been rescinded early.

Since December 1, 2008, 9165-8021 Québec Inc. ("9165") and the Corporation have been parties to a CUS contract for mail transportation and delivery in Jonquière.

On August 11, 2008, CUPW filed an application that requested a declaration that the Corporation and 9014 are a single employer.

The Board scheduled a hearing for September 29 and 30, 2009, to deal with the Corporation's preliminary objection regarding the applicability of Section 13(5) of the *Act*.

On September 29, 2009, prior to the start of the hearing, the parties discussed the Corporation's preliminary objection under Section 13(5) of the *Act*. In light of the Corporation's position that it is not an "Employer" for the purposes of Section 94 of the *Code*, the Board ruled that the Application for a single employer declaration had to be determined prior to an unfair labour practice complaint. Consequently, the hearing was cancelled.

On September 21, 2010, the Board informed the parties that files 26987-C, 27323-C and 27174-C were being held in abeyance until another panel of the Board could rule on the preliminary objection regarding the applicability of Section 13(5) of the *Act* in the context of related files pursuant to Section 35 of the *Code* (the “related files”).

On November 30, 2011, the Board tentatively scheduled five (5) days of hearings for files 26987-C, 27323-C and 27174-C (pending the determination of the related files) starting on June 11, 2012.

On February 29, 2012, as part of the related files, the Board rejected the Corporation’s preliminary objection with regard to Section 13(5) of the *Act*. Reasons for this decision were provided on March 9, 2012.

On May 11, 2012, 9165 filed an application for dismissal of the unfair labour practice complaint and the application for a sale of business declaration.

During a conference call with the CIRB held on May 16, 2012, the Board informed the parties of its decision of April 30, 2012, in the related files (2012 CIRB LD 2787). In that file the matter involved Eazy Express and Super Express, the Board ruled that the applications for a single employer declaration involving the two CUS contractors whose contract had not been renewed were “moot.”

The Board ruled that there was no longer a live controversy between CUPW and the contractors.

Nationex (Parcel Delivery) - Metro Montreal Region:

There were nine days of hearings from September 2010 to May 2011 as well as a confidentiality order that was modified 3 times.

On April 8th, 2012 the Board declared that the appropriate bargaining unit includes the following employees:

All brokers who are party to a verbal or written contract with Colispro Inc. and are required to transport parcels or envelopes, working at the St-Hubert facility, including drivers and loaders, and **excluding** employees already covered by a CIRB certification order.

The Board ordered that a representation vote be held under Section 29 of the *Code* among all employees of the appropriate bargaining unit to determine whether or not these employees wished to be represented by the union.

Those individuals who had the right to participate in the vote were members of the bargaining unit described above who worked for Colispro on December 7, 2009 and still worked for this company on the date the vote took place. In accordance with the decision issued by the Board on May 4, 2011 re: RD 588, drivers and dependent contractors working for 2645-0858 Québec Inc. were not covered by the representation vote.

A vote was held on May 21st, 2013 and unfortunately the vote did not go in our favour.

Retail Postal Outlets (RPOs)

Pharmaprix- Metro Montreal Region

On February 26, 2010, the Metro-Montreal Region filed five applications for certification with the CIRB to represent 140 “postal clerk” employees working in 28 Canada Post franchises within Pharmaprix stores with Canada Post as a single employer.

In hearing dates held from December 2010 – May 2012, Canada Post and the owners of the outlets, with their 28 lawyers, challenged the applications. In its decision, the CIRB ruled that though franchises may form an integral part of the “postal service”, the franchise operators are the actual employers of the retail workers. The board ruled that the work at postal counters represented a tiny portion of the franchises’ activities as a pharmacy. Therefore, they decided the workers fell under provincial jurisdiction, not federal jurisdiction. This meant that the CIRB did not even consider the union’s single employer application.

The union filed an application for judicial review of this ruling.

December 9 and 10, 2014 in Montreal, the Federal Court of Appeal of Canada (FCA) heard evidence and rendered a decision for CUPW’s applications for judicial review of the Canadian Industrial Relations Board’s (CIRB) reason for the decision in the Pharmaprix files.

The FCA dismissed the application for judicial review that was put forth by CUPW.

Shoppers Drug Mart – Prairie Region:

An application for certification and an application for declaration of single employer was filed by CUPW involving Canada Post Corporation, Shoppers Drug Mart, Shoppers Drug Mart #411 Midtown Plaza, Shoppers Drug Mart #412 7th Avenue, Shoppers Drug Mart #413 Churchill Square, Shoppers Drug Mart #415 Grosvenor, Shoppers Drug Mart #448 Preston Crossing, Shoppers Drug Mart #410 Westgate, Shoppers Drug Mart #407 Canarama, Shoppers Drug Mart #414, Shoppers Drug Mart #416 Wildwood, and Shoppers Drug Mart #2457 Briarwood, employer. (28206-C).

On November 25, 2010, the Canada Industrial Relations Board (the Board) confirmed the parties’ mutual agreement that they would hold in abeyance the file pending the Board’s decision on the jurisdictional issues with the Pharmaprix files.

With the decision on December 10th, 2014 from the FCA CUPW has withdrawn our Saskatchewan applications for the above mentioned stores based on the fact that the issues are the same.

TNT Express

On October 14, 2011, the Canadian Union of Postal Workers (CUPW) filed a certification application for a bargaining unit of five employees working at TNT Express (Canada) Ltd. (TNT Canada) at a location in Ottawa, Ontario.

The certification application of TNT Express - Ottawa faced a lot of challenges from the Employer and two intervention requests from TNT Canada employees which were dismissed by the CIRB. TNT contested CUPW's application under the federal labour code despite the existence of a federal certification in Montreal with another Union.

The ruling did not go in our favour.

Turn Around Couriers:

On January 12, 2012, the Employer's Judicial Review of the TurnAround Couriers certification decision was heard. The issue is whether the certification of TurnAround Couriers fell under Federal jurisdiction.

On February 2, 2012 the Federal Court of Appeal in its ruling stated they did not agree that TurnAround's operations constitute "Postal Service" for the purpose of section 91(5). Rather, they are a local undertaking within the meaning of section 92(10) of the Constitution Act, 1867, and are thus within provincial legislative competence.

The Board granted the application for judicial review and the decision of the Board was set aside, and Certification Order No. 9879-U was quashed.

The CIRB refused to defend their decision at the review.

Action Airport Express- Metro Toronto Region

CUPW filed application to represent a unit of drivers employed by Action Airport Express Inc. (AAE or the employer) working out of its primary place of business located on Nashua Drive in Mississauga, Ontario. The employer says that the bargaining unit proposed by the union was inappropriate, since it did not include those drivers that it employs working out of its two satellite locations, which are also located within Mississauga, Ontario.

At the time of filing the application for certification, CUPW estimated that there were approximately 19 employees at the AAE location.

For its part, the employer estimated there were approximately 46 employees in their proposed bargaining unit, which included drivers at the two satellite locations.

Unfortunately on May 27th, the Board did not rule in our favour. The Board ruled that the appropriate unit for collective bargaining includes the AAE drivers employed at and working out of all three subject locations.

All Canadian Courier-Multiple Regions:

A multi region campaign was launched to organize couriers at All Canadian Courier. There was not enough interest from the workers to continue the campaign.

Commissionaires:

CUPW was approached by workers from the Canadian Corps of Commissionaires which is the largest Canadian group of security companies in Canada. A card signing campaigning was started, but we were not able to get enough support to submit an application for certification.

Courier Prodoc Inc. –Metro Montreal Region:

On May 23rd, 2014, an application for certification was filed to represent 13 bicycle couriers working for Courier Prodoc Inc. in the Metro Montreal region.

July 22, 2014 CUPW was certified to be the bargaining agent for the couriers.

We are in currently in negotiations for the first collective agreement for the bargaining unit.

Eazy Express Inc. – Burlington, Ontario

On January 22, 2010, the Union was certified as the bargaining agent for a unit comprising Eazy Express' CUS Workers in Burlington.

Negotiations have been stalled due to the unwillingness of the Employer to negotiate.

A conciliator has been assigned to these negotiations.

Bee Clean – Windsor – Kitchener - Hamilton

A four year collective agreement was reach with the Employer on April 1, 2011. This collective agreement combined all three collective agreements into one collective agreement.

The collective agreement expired March 2015; a program of demands has been prepared for the current round of negotiations.

Dynamex:

We currently represent Dynamex workers in five bargaining units across the country.

Ottawa

On November 30, 2012 members of the Capital City Courier local working at Dynamex in Ottawa, voted “yes” to their first collective agreement.

Human Resources Social Development Canada (HRSDC) appeal hearings occurred on January 14-15, 2014 concerning the payment of vacation and statutory holiday pay for 2010 and 2011.

At the start of the hearings the employer raised a preliminary objection that the parties had settled the matter in collective agreement negotiations in November 2012 through an agreement to pay \$55,000 to the complainants. Given the settlement, they submitted that the Inspector with the HRSDC who made the determinations under appeal had no right to reject the settlement and order an appeal and therefore the Referee was without jurisdiction to hear the appeal.

Unfortunately the arbitrator agreed with the employer’s perspective on this issue and deemed the matter settled by the parties, but did order the employer to remit the \$55,000 settlement amount to the union for distribution to the complainants.

The payments were distributed to the complainants in March 2014.

Saskatoon & Winnipeg Red River Local

The negotiations for these two bargaining units were combined in the summer of 2012. After an extension of the conciliation period, a tentative agreement was ratified on December 5, 2012. The collective agreement includes increases to minimum benchmarks and hourly rates for employees, reduction in communication equipment costs, more flexibility on taking specified and special leave and an owner operator signing bonus on ratification, year three and year five.

Red Deer

A new collective agreement was ratified on July 25, 2013 with Dynamex in Red Deer.

The Collective Agreement is to expire on December 4, 2017, the same date as the Saskatoon/Winnipeg Collective Agreement.

Kelowna

The Kelowna bargaining unit was certified on March 28, 2011.

On July 14, 2012, the first collective agreement was ratified by a vote of 100% for this bargaining unit.

The language for a collective agreement was signed off including the withdrawal of complaints to the Canada Revenue Agency (CRA) and Human Resources and Skills Development Canada (HRSDC). However, the CRA will not permit the claims to be withdrawn as they had already issued a decision that owner operators were employees under the Employment Insurance and Canada Pension Plan Acts. Dynamex has now appealed the CRA decision to the Tax Court of Canada.

On September 10, 2013 the Canada Industrial Relations Board (CIRB) issued a ruling on the status of the Collective Agreement that was negotiated between Dynamex Kelowna and the Canadian Union of Postal Workers. Soon after the collective agreement was ratified, a dispute arose around the Letter of Understanding (LOU) that was drafted by Dynamex. The LOU went well outside of the scope of what was agreed upon during the negotiations process. In its decision, the Board held that the Collective Agreement was in effect and that the dispute over the scope and format of the release document is an issue that falls within the exclusive jurisdiction of an arbitrator:

“The Board is of the view that the current difference of opinion over the release under the LOU is a matter involving the interpretation, application and alleged contravention of the collective agreement. Accordingly, pursuant to section 57(1) and section 60(1) of the Code, it is a matter within the exclusive jurisdiction of an arbitrator. Stated another way, the difference of opinion over the wording and scope of the release is not a matter that is within the jurisdiction of this Board to address or resolve.”

The members are now part of the new Dynamex BC region.

Victoria

The Victoria bargaining unit was certified on August 3, 2012. The negotiating committee presented the members demands on October 11, 2012. In negotiations, Dynamex refused to recognize owner operators as employees under legislation. A tentative agreement with Dynamex was reached on January 23, 2013, over five months from the date of certification. On February 17, 2013 the membership ratified the Collective Agreement by a vote of 100 per cent.

The members are now part of the new Dynamex BC region.

Dynamex B.C.:

Many couriers and some other workers for Dynamex in B.C. had been organized by CUPW in some areas. Unifor represented couriers at Total Distribution Systems (TDS) across the province and Dynamex workers in Vancouver.

In 2014, CUPW filed for certification of Dynamex workers in Nanaimo. As well, Dynamex acquired Total Deliver Service (TDS). After submissions by CUPW, Unifor and the employer, the Canadian Industrial Relations Board (CIRB) determined there would be three regional bargaining units in British Columbia for Dynamex. Votes were ordered for Vancouver Island and the B.C. Interior. The Lower mainland area remained with Unifor as CUPW did not have a bargaining certificate with Dynamex or TDS in the area. Dynamex, TDS and some non-union workers received ballots with a choice of CUPW or Unifor.

On August 13, 2014 the members chose CUPW in both regions, by roughly 70%. Close to 200 workers joined CUPW and have more bargaining strength!

We are currently in negotiations for a collective agreement to cover all workers.

Eazy Express Inc. - Fredericton

On December 12, 2011, CUPW the bargaining agent for all employees of Eazy Express Inc. at its Fredericton, NB location, advised the Minister of Labour of a Notice of Dispute pursuant to sections 50 and 71 (1) (a) with the Employer for its refusal to enter into negotiations with CUPW for a collective agreement. CUPW requested that the Minister appoint a conciliation officer, pursuant to section 71, to assist the parties in bargaining a collective agreement.

On September 10 2012 a four-year collective agreement was reached including increased wages and improved benefits for the membership of the Eazy Express Inc., Fredericton-Oromocto Local.

Emergency Medical Care Inc. (EMC)

The Canadian Union of Postal Workers (CUPW) was certified by the Board on July 15, 1998 (LRB No. 4629) as the bargaining agent for a bargaining unit consisting of all full-time and regular part-time employees of Nova Star Emergency Medical Services Limited.

Pursuant to the Board Order dated July 29, 1999 (LRB No. 4732); the Board declared Emergency Medical Care Inc. ("EMC"), as successor to Nova Star Emergency Medical Services Limited and CUPW remained the bargaining agent for these members.

On June 17, 2014, the membership of the Nova Scotia Medical Communications Local (NSMC) unanimously ratified a 5 year collective agreement with their employer, EMC Inc.

Medacom – PEI

On July 12, 2012, the Atlantic Region filed an application with the PEI Labour Relations Board for certification to represent twenty eight employees of Medacom Atlantic Inc. This company provides 911 call answer and transfer services for the Province of Prince Edward Island.

An application for judicial review on the certification application was brought by Medacom Atlantic Inc. (“Medacom”).

The Court dismissed the application for judicial review.

On May 10th, 2013, the PEI Labour Board made the long awaited decision in the case concerning Medacom and CUPW; the Board has granted the application for CUPW to represent the workers at Medacom.

CUPW has provided the employer with proposed contract wording for all "financial" demands including all leaves, wages and pensions. Dates for negotiation are set for April 15th and 16th.

Open Door Press (Winnipeg):

A new collective agreement was negotiated this mandate and will expire this year. A program of demands is being prepared for the members at this printing company for the next round of bargaining.

Pro Ex- Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland and Labrador:

On September 13, 2013, the Atlantic Region filed an application with the Canada Industrial Relations Board for certification to represent employees of Pro-Ex Transportation Solutions in Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland and Labrador.

This company holds a contract with Canada Post for Combined Urban Services transportation work in all 4 Atlantic Provinces.

October 30, 2013, the CIRB ordered, that CUPW be certified to represent the workers.

There are 24 members in this new bargaining unit.

Soon after the certification CUPW issued a notice to bargain and provided collective agreement language. The employer counter offers on many issues were unacceptable.

There has been a standstill during the negotiations and we have had to go federal conciliation.

QMS – Toronto

On April 23, 2010, the Metro-Toronto Region filed a third application with the Canada Industrial Relations Board for 22 bicycle and foot couriers working for Quick Messenger Services. This company also operates under the names of Datarush, Stingray and Pronto Toronto.

On April 10, 2012, the Employer filed a Section 18 complaint regarding order 9936-U which certified CUPW as the bargaining agent for the bicycle and foot couriers at QMS. It asked the Board to review and rescind the order on jurisdictional grounds.

On May 14, 2012, subsequent to the Employers' filing of a section 18 review we filed a certification application with the Ontario Labour Relations Board (OLRB).

The couriers voted in favour of CUPW at a subsequent OLRB vote.

On June 13, 2012, the parties attended a Labour Relations Officers meeting. We were able to reach a Memorandum of Settlement. The CIRB rescinded its own Certification order and the OLRB issued a Provincial Certification order in our favour.

CUPW helped 22 couriers file employment standards claims in September 2012. Unfortunately, the investigator issued decisions maintaining independent contractor status. The union has filed appeals in 21 of the cases.

At the hearing, the Vice-Chair spoke about a hearing date with employment standards to determine employment status. She wanted to wait for the outcome of the Employment Standards case first before deciding on first contract arbitration.

Both sides agreed to an adjournment with conditions:

- Without prejudice to wait for ESA claims.
- Joint letter asking to rush ESA claims.
- Withdrawal of all Unfair Labour Practice Complaints.

Hearings are still ongoing.

In March of 2015 the members voted to leave CUPW.

SQR Employment Services Inc., (Adecco)

Toronto - Montreal – Vancouver:

CUPW had filed an initial application on October 27, 2005 to represent the Adecco workers in the Custom and Postal Import Program (CPIP) operation at the Gateway postal facility in Mississauga.

In May 2006, CUPW filed an amended certification application; we requested to amend the scope of the bargaining unit to include the employees working out of the Montreal and Vancouver locations.

On March 29, 2012 the Board decided to grant CUPW request for amendment and consider the membership evidence on file for Mississauga employees as of date of the filing of the application for certification (October 27, 2005) and the membership evidence on file for Montreal and Vancouver employees as of the amendment date (May 9, 2006).

On July 6th 2012 the CIRB issued CUPW a bargaining certificate to represent the Adecco workers in the Custom and Postal Import Program working out of the Toronto, Montreal and Vancouver locations.

On July 31, 2012, the Union served notice to bargain to Adecco for a first collective agreement.

Negotiations went on for over a year, during which Adecco created SQR, a subsidiary, to act as employer for this bargaining unit.

During conciliation CUPW achieved a first collective agreement with SQR (Adecco). The contract was ratified on October 31st, 2014.

This is the first collective agreement exclusively for temporary agency workers in the country.

Transport Christian Cliche – Lévis, Quebec

The Quebec Region was able to renew of the collective agreement and attain major gains for the workers at Transport Christian Cliché.

The collective agreement expires on June 30, 2015.

Eight National Coordinators

The National Executive Board has authorized the appointment of eight National Organizing Coordinators for CUPW.

Sisters Maureen Langley, Jackie Robichaud, Terry Theakston, Pavneet Ver, Magali Giroux and Brothers Nick Driedger, Patrick Ward, and Dave Miller were selected by the NEB.

Campaign set to resume:

Postal Retail Outlets-

With the ruling that we received around the organizing of the Pharmaprix stores in the Metro Montreal Region there are three options that are available for CUPW around the retail postal outlets that are not corporate stores :

- Organize the whole store which would fall under a Provincial certification.
- Work with another union to organize the stores.
- Support another union in their attempt to organize the workers at these stores.

The first option presented above is preferable to CUPW.

Training Sessions

Two sessions were held this mandate:

1. Training on arguing cases before the CIRB was held in Ottawa. This training helps regional offices and national organizing coordinators argue cases before the CIRB and provincial labour boards, thus avoiding the use of lawyers and reducing our legal costs.
2. August 2013 in Ottawa an advanced organizing and campaign planning training session was held. The National organizing coordinators attended this session.

Inter Union organizing meeting: September 16, 2014

For the first time there was a multi union meeting around organizing and common concerns. Present at the meeting were the following unions: CUPW, PSAC, Unifor, CUPE, UFCW, USW, ONA, and SEIU Healthcare.

Topics that we covered were:

- Organizing in an era of complacency (workers) and attacks (government and industry)
- Overcoming the 40% Slump
- Budget Concerns
- Lead Generation
- Communication/Messaging
- Voluntary Recognition
- Vector Poll/Data
- Community Chapters
- Share resources across unions
- Finding common ground
- Develop a clear and concise work plan for more in-depth discussion and strategies
- More communication and networking between unions
- Create a forum to share information
- Change perceptions of unions for non-union people
- Identify legislative agenda/response
- Think and act long-term
- Identify employer trends
- Collect labour board experiences

We have had follow up conference calls and have scheduled more meetings to continue the work we have started.

Sector Research

Tom Juravich a labour professor and researcher at the University of Massachusetts and Carleton University is conducting a strategic reconnaissance of the logistics industry in Canada for CUPW. The outcome of the research will provide a 20-30 page summary which will provide an overall portrait of the logistics industry and the key corporate players in Canada. As Appendices in the report we will receive a more detailed document with source material on individual firms that were used to compile the final report. These materials would be invaluable for additional research and follow-up and helping to create organizing campaigns.

CUPW has provided the sectors where we would like the research to focus on.

QR code for Organizing:

The QR Code for External Organizing when scanned will bring the individual to CUPW’s “Join CUPW” webpage.



QR Code Main Organizing – English



QR Code Main Organizing - French

Region	Private Sector Bargaining Unit	Accreditation
Atlantic	NSMC-EMC, Bedford	05-Jun-98
	Eazy Express, Frederiction-Oromocto	27-Sep-11
	Medacom, PEI	10-May-13
	Pro Ex , Newfoundland and Labrador	30-Oct-13
	Pro Ex, Nova Scotia	30-Oct-13
	Pro Ex, Prince Edward Island	30-Oct-13
	Pro Ex, New Brunswick	30-Oct-13
Québec	Transport Cliché, Quebec	01-Aug-06
Montréal	Adecco Mail Management Services, Montreal	06-Jul-12
	Courrier Prodoc Inc.	22-Jul-14
Central	Dynamex, Capital City Couriers	14-Jun-11
Ontario	Bee Clean, Hamilton	01-Jan-10
	Bee Clean, Kitchener-Waterloo	02-Apr-90

	Bee Clean, Windsor	06-Jun-98
	Eazy Express Burlington, Hamilton	22-Jan-10
Toronto	Adecco Mail Management Services, Toronto	06-Jul-12
	Quick Messenger Services, Toronto Couriers	23-Sep-10 13-June-12
Prairies	Dynamex, Red Deer	10-Jun-08
	Dynamex, Red River	07-May-98
	Dynamex, Saskatoon	17-Feb-99
	Open Door Press, Winnipeg	25-Nov-03
Pacific	Dynamex, Kelowna	28-Mar-11
	Adecco Mail Management Services, Vancouver	06-Jul-12
	Dynamex, Victoria	03-Aug-12
	Dynamex, Nanaimo	13-Aug-14
	Dynamex, Kamloops	13-Aug-14
	Dynamex, Prince George	13-Aug-14
	Dynamex, Vancouver Island	13-Aug-14

CUPW									
RESERVE FUND									
EXTERNAL ORGANIZING									
		REVENUS	EXPENSES	SURPLUS	BALANCE				
YEAR 2005-06		673,466.79	789,258.44	- 115,791.65	(115,791.65)				
				-					
YEAR 2006-07		690,998.51	395,139.80	295,858.71	180,067.06				
				-					
YEAR 2007-08		729,550.70	550,134.00	179,416.70	359,483.76				
YEAR 2008-09		741,681.45	517,104.00	224,577.45	584,061.21				
YEAR 2009-10		736,064.22	1,098,681.52	- 362,617.30	221,443.91				
YEAR 2010-11		728,413.62	514,893.46	213,520.16	434,964.07				
YEAR 2011-12		752,027.33	190,315.56	561,711.77	996,675.84				
YEAR 2012-13		748,825.17	267,410.27	481,414.90	1,478,090.74				
YEAR 2013-2014		738,655.72	362,136.35	376,519.37	1,854,610.11				
YEAR 2014-2015		374,773.72	37,685.14	337,088.58	2,191,698.69				

Figures for 2014-2015 are not complete.

George Floresco
3rd National Vice President

Jan Simpson
National Union Representative
External Organizing