



**PAS DE VICTOIRE
SANS LUTTE!**

**NO STRUGGLE,
NO VICTORY!**

**MAY 13-17 MAI
TORONTO ONTARIO**

REPORTS OF THE NATIONAL EXECUTIVE COMMITTEE

MIKE PALECEK
NATIONAL PRESIDENT

JAN SIMPSON
1ST NATIONAL VICE-PRESIDENT

BEV COLLINS
NATIONAL SECRETARY-TREASURER

PETER DENLEY
NATIONAL GRIEVANCE OFFICER

DAVE BLEAKNEY
2ND NATIONAL VICE-PRESIDENT

GEORGE FLORESCO
3RD NATIONAL VICE-PRESIDENT

MARTIN CHAMPAGNE
4TH NATIONAL VICE-PRESIDENT

377 RUE BANK STREET
OTTAWA, ONTARIO
K2P 1Y3

613-236-7238
FAX: 613-563-7861
WWW.CUPW-STTP.ORG

cupw•sttp

CANADIAN UNION OF POSTAL WORKERS
SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES DES POSTES

REPORT OF THE NATIONAL PRESIDENT TO THE 2019 NATIONAL CONVENTION

MINORITY PRESIDENT

It is no secret that when I was elected president I was not the first choice of the majority members of the National Executive Board. Throughout the mandate, this position did not change. Leading this organization from a position of political minority was one of the most difficult experiences of my life.

When you are the president of an organization, you have to “toe the line”. I found myself often having to defend positions and decisions that I did not necessarily agree with. I was forced to pick my battles in deciding which issues I would oppose publicly and which issues I would remain silent about. This was not always an easy decision, when pressure is mounted from all sides to “maintain unity”.

I find, in the labour movement, much is sacrificed at the altar of unity.

Disagreeing is often seen as attacking, which is only sometimes true. However, a healthy debate, a clash of opinions and exchange of different points of view, ultimately strengthens us as a movement. We lose this strength to political insecurity.

In order to speak publicly when disagreeing with a decision of the National Executive Board, one is required to record their dissent in the minutes. You will find, at the end of this report, a list of motions I recorded my dissent on, with brief explanations for each.

While the challenges of this mandate were great on a personal level, leading this organization has also been the greatest privilege of my life. There is no union like the Canadian Union of Postal Workers. In spite of our many difficulties, together we have moved mountains. Together, we defeated Stephen Harper, saved door-to-door delivery, won pay equity for RSMCs and stopped the austerity drive.

Stop Harper, Save Canada Post

The first challenge we were met with after the 2015 convention was an election campaign, which was perhaps the most important in CUPW’s history. We were facing a conservative government led by Stephen Harper that was set on destroying CUPW and the public postal service. The situation was dire.

At the last convention, I was careful not to promise victories. There was a very real possibility that CUPW was facing its final fight. Such was the situation facing the union. The re-election of a tory majority government could have spelled the end of the public post office and the Canadian Union of Postal Workers along with it. We were in a fight for our lives. We knew we had to make the cuts at Canada Post a major election issue.

Very early on in the mandate, we set out to organize the Save Canada Post tour. Locals across the country had already been mobilizing against the cuts in their communities. People across the country were willing to stand with postal workers. They didn't want to see their post office dismantled. People rely on the services we provide and we did everything we could to mobilize those people.

The Save Canada Post tour was an opportunity to highlight our issues in the places we could have the most impact. We began by having our campaign coordinators go through the 2011 election results, poll by poll, and overlaying them onto the 2015 electoral map. The electoral boundaries had changed since the previous election, so we had to go through this painstaking work in order to get a picture of what the 2011 election results would have looked like on the 2015 map. This gave us a view of all the most vulnerable Conservative ridings. We then added to the map a list of over 100 communities that were scheduled to lose their door-to-door delivery right around the time of the election. This gave us a map of all the places postal issues could have the biggest impact during the campaign.

For the next four months, the Save Canada Post tour crisscrossed the country, finding its way into every Tory swing-seat we could identify. We had a multi-pronged strategy that involved public engagement, member mobilization and media work.

Every day started the same way. We would get up early and visit the work floor to talk to members about the importance of the election campaign. After that, we would meet with local stakeholders, city councillors, seniors' organizations, community groups... anyone who would talk with us about postal issues. We would make time for any media interviews we could get and the Save Canada Post bus made for a great backdrop for news stories. We would usually finish the day with an all-candidates' meeting on postal issues.

With this approach, we succeeded in making postal cuts one of the top five ballot-box issues in the 2015 election. We were able to focus a lot of attention in the places it needed to be, and helped defeat Tory candidates all across the country. We also moved the Liberal Party, who had promised to stop the cuts, but not repeal them.

By the end of the campaign, Trudeau was forced to promise to restore door-to-door delivery. Of course, this was a broken promise, but it demonstrates the power this union has when we mobilize with our communities. We forced the “natural governing party” to change their position on a major issue in the middle of an election campaign.

It is always difficult to try something new. The Save Canada Post tour was a new tactic for our union, though it was based on the strategy of any election campaign. Politicians of all stripes get tour busses for election campaigns for one simple reason: it works. And it worked for us.

2016 Negotiations

The 2016 round of negotiations came quickly on the heels of the federal election, and right in the middle of the government’s review of Canada Post. The union took the position that we did not want a labour dispute, in the middle of the public review of the post office. We were concerned that a strike at that point would change the results of the review, and place the door-to-door cuts back on the agenda.

The employer came after us with a massive list of cuts and concessions. Everything was on the table. The old guard from the Harper era were still running Canada Post. It was clear that the strategy of the employer was to provoke a labour dispute, which they could then use to justify their austerity agenda. We held strong against the concessions. We made it clear that we did not want to strike, but we would not accept rollbacks.

By the summer of 2016, we were locked into a stalemate. Canada Post gave us notice of lockout, but was forced to withdraw it, not once, but twice. Throughout the summer, we remained deadlocked. Matters came to a head at the end of summer, when our strike mandate was set to expire. Once we gave strike notice, the government appointed a special mediator who was able to work out tentative agreements for two short-term contracts.

We held off the concessions, and negotiated a pay-equity process that would eventually deliver pay equity to Rural and Suburban Mail Carriers. However, it was clear that many of our major issues were not resolved. And so the stage was set for the next round of negotiations, which was only a year away by the time the contracts were ratified.

Bully Bosses

In January 2018, the Prime Minister was speaking at a town hall event in Winnipeg where he was asked a question from a postal worker about bullying, harassment and intimidation at Canada Post. Mr. Trudeau took responsibility and vowed to take action on the issue.

“...a crown corporation that’s something that’s in the responsibility of the federal government, that’s something that I particularly take extremely seriously and I commit to you that I will follow up on what you’re talking about...” He finished his comment saying, “It’s not okay. It’s never okay. And I’m sorry about that sir.”

With that, the bully-bosses campaign was born. We put out the call for members to send us their stories about bullying, harassment and intimidation of workers at Canada Post. We knew it was bad. We knew that we have one of the worst employers in the country when it comes to fair treatment of workers. But I don't think anyone could have expected the avalanche of stories we were sent.

We sorted through them, arranging them by region and local. Stories that were current or ongoing were sent to locals for grievance investigations, while other historic cases were placed in binders and catalogued.

The Prime Minister had made big commitments when speaking "off the cuff". We knew there would have to be some follow up. It wasn't until April of last year that we were able to meet with Minister Qualtrough, who is responsible for Canada Post. Brother Tyler Oswald who originally asked the question of the Prime Minister came out to Ottawa and together we brought boxes full of bullying complaints to the minister. Minister Qualtrough vowed to take action, but it was months before a meeting was finally called by Jessica McDonald, Interim CEO of Canada Post.

McDonald asked for a meeting with the heads of all unions at Canada Post to discuss the issue. There she proposed launching a taskforce on bullying at Canada Post and wanted all unions to participate. It is true that some of these issues are complex, and that it takes time for a big ship to change course... but we pointed out that she could end 15.08 overtime harassment with a simple directive. We told her that we do not trust the employer to proceed with any kind of collaborative anti-bullying project, so long as they are not fixing the "easy" issues.

In the summer of 2018, McDonald put out a directive to stop harassment of letter carriers on 15.08 overtime. It wasn't perfect, and didn't go far enough, but it was progress.

Following this, we did not hear again about McDonald's anti-bullying initiative until shortly after we were legislated back to work. It was laughable that the corporation would choose this time to launch an anti-bullying initiative. She was told in no uncertain terms that CUPW would not participate in any such initiative until such time as we had negotiated collective agreements.

2018

At the time of writing, the 2018 negotiations are far from resolved. We are currently participating (under protest) in a forced arbitration. Our fundamental rights as workers have once again been violated. The National Executive Board did a good job positioning the union for the confrontation. The membership mobilized and fought, as they always have when the union has asked. After thirty-seven days of rotating strikes, we were finally legislated back to work.

This round of negotiations has laid bare all of the empty promises of government. No one in this union should be so foolish as to believe that any government will ever hand us anything.

There is much more to be said about this round of negotiations, but I leave it to the report of the National Executive Board.

RECOMMENDATIONS

Open Bargaining

Throughout the mandate, I have tried to push for open bargaining. I believe this approach would strengthen our union greatly in a fight that increasingly involves public support for the services we provide. Open bargaining is a new concept for CUPW, but it is something that has worked well for many other unions.

I helped organize an optional side meeting at the last President's Meeting in Montreal on this topic. We brought in a guest-speaker who led a strike that successfully defied back-to-work legislation in British Columbia. He explained the principles of open bargaining and how it applied during the UBC TA strike.

I have consistently advocated for this approach. There is much resistance to the idea, which is clearly opposed by the majority-opinion among the current elected leadership of the union.

A3 of our national policies speaks to rejecting a "moratorium of silence" during negotiations. This is often mistaken to mean that the union must put all of the details of the negotiations forward to the membership. In fact, A3 only applies to a moratorium of silence, and leaves the decision of what to publish to the Negotiating Committee and ultimately the National Executive Board.

Open bargaining means just that: all positions taken at the bargaining table are made public. This would mean publishing official notes from meetings as they happen, and continually reporting to the membership with detailed reports all discussions and correspondence with the employer. Such transparency helps build support among the membership and among the public for our struggle.

The arguments against this approach are not without merit. There are concerns that the employer will not share information with us if they know it will be made public. Some in the union leadership believe they can gain an edge in negotiations if they have more information than the average member. I disagree. I believe that the movement is strengthened with information.

Open bargaining would allow members to follow along at every step of the process. They would get to see the arguments put forward by the employer for opposing our demands. They would get to understand why we advocated for certain positions and why we backed away from others. And it would allow the public to do the same. With a publicly-owned crown corporation, I don't believe there is any real reason such information should be withheld from public scrutiny.

Defying back-to-work legislation

It has become increasingly clear in recent years that Canadian governments do not have basic respect for the right to free collective bargaining, which includes the right to strike. Since my election in 2015, I have strived to prepare the membership and union to defy legislation. It was obvious that this would be necessary to win. After the last round of bargaining, it is questionable whether we will ever be able to bargain freely without taking this step. The employer knows that they just have to wait for government to bail them out. And every government will.

What incentive does the employer have to bargain? None, whatsoever.

Defying back-to-work legislation is a high-stakes undertaking. It cannot be done successfully without the support of the whole union, and indeed, the whole labour movement. It was clear that the union as a whole was not prepared to take this step when the legislation came down. For this reason, we decided to launch a campaign of civil disobedience.

It is worth noting that the National Executive Board requested the Canadian Labour Congress call a general strike against the back-to-work legislation and in support of free collective bargaining. While the labour movement was prepared to offer loans, if necessary, to aid CUPW in resisting legislation, few major affiliates were prepared to take strike action over the issue.

It will likely take illegal strike action to make the employer and government negotiate in the future. The union must prepare itself for this eventuality, at all levels.

Professionalization of the National Office

At the last convention, I campaigned (in part) on "improved treatment of our staff". This was a difficult topic, but one that had to be addressed. There is still much to be achieved on this subject. With experience, I no longer see this as the sole responsibility of leadership. I believe that a collective approach is needed to make the necessary changes, and for that reason, I speak in generalities.

The CUPW national office is a difficult place to work, for everyone. I can say honestly that I have not encountered a more toxic work environment in my entire working life. It is easy to single-out individuals for individual events, but much more difficult to accept the broader environment that contributes to these events.

I believe a culture change is necessary to tackle these issues.

Workers at the national office suffer from mental health issues, just like workers on any other workforce. These can be difficult to navigate for all involved and often clash in unpredictable ways. When it is aggravated by the “cut-throat”, hyper-politicized atmosphere we have come to accept as normal, it can have tragic, life-altering consequences.

Elected officers and union representatives can play a positive role in changing this culture. Too often, staff are singled out and targeted as a means of attacking an elected CUPW member. While this is not surprising in an environment where it is common to cut people down in order to advance one’s own interest, it is wholly unacceptable and perpetuates the problems we face. Leadership has to take seriously its responsibility to hold people accountable for their actions. Too often, people are more concerned with protecting people in their own “camp”. This can delegitimize such processes in the minds of others and feeds the negative atmosphere.

The union could also greatly benefit from a strategic overhaul at national office. We spend too much time on outdated processes, which can easily be automated or streamlined. This could free up staff to do other more pressing work, and strengthen the union as a whole.

Officers are straddled with too much bureaucratic work, which makes it difficult to do the more political work they are elected to do. This fundamentally changes the character of the elected positions within the union.

In the position of National President, I am left to manage my own correspondence, email, phone calls, schedule, expense reports and a host of other work. This on its own is more than a full-time job. What time then is left for the other duties of office?

In my case, I made the decision early on in the mandate that bureaucratic work was the least of my priorities. This decision allowed me to focus on more important efforts elsewhere. However, it meant that much of this work was not done. Expense reports were always late. I cannot even begin to respond to all of the emails and correspondence I receive.

If members want a President that can get out onto workfloors, build support with allies, be polished in public relations work, and focus on the broader struggle, there must be more support in the office. This kind of work cannot be prioritized when mandatory paperwork fills the day. The same principle can be applied to every other officer position and portfolio. Our officers should not be saddled with bureaucratic work that can be accomplished more efficiently by others. They should be freed up to handle the more political work of mobilizing the membership and steering the union in the correct direction. The leadership must be able to lead.

There are many ways that the CUPW national office differs from every other national union in this country. This is not one of the good ones. It is however one that could be overcome easily, with a willingness to do things differently. Existing staff could be trained to take on this work, as other work is automated or streamlined. On the whole, the union could benefit greatly from a push to professionalize the national office.

Dissent on NEB Decisions

June 17, 2016

It is MOVED, SECONDED and CARRIED that the NEB authorize filing a charge against a Sister in the Quebec Regional Office under sections 8.02 (a), (c), (f), (5) and (8) of the National Constitution in light of the events that occurred in the Quebec Regional Office, as described in the information obtained by the National Director of the Quebec Region.

BE IT FURTHER RESOLVED that a penalty be imposed under section 8.03 (c) (removal from office) and (d) (withdrawal of the right to hold office in the Union or Local for a period of 3 years).

The National President and 1st National Vice-President recorded their dissidence.

I voted against this motion because we had reason to believe that there were medical issues that were the root of the problem with this individual's behaviour. I believe that charging a member for issues resulting from a medical condition is not only wrong, but a violation of basic human rights.

Email Vote September 6, 2016

BE IT RESOLVED THAT the National Executive Board appoint Sisters Barbara McMillan, Nancy Beauchamp and Cathy Kennedy to sit on the joint pay equity committee;

BE IT ALSO RESOLVED THAT union members of the committee work in conjunction with the 4th National Vice-President, as well as the designated individuals working under his direction;

BE IT FURTHER RESOLVED THAT the 4th National Vice-President and 3rd National Vice-President serve as liaisons between the equity committee and the National Executive Board;

BE IT FINALLY RESOLVED THAT the costs associated with the committee's work be paid out of the RSMC negotiations budget.

The majority of the members voted in favour of this resolution for the exception of National President, the 1st National Vice-President, the National Director, Atlantic Region, and the National Director, Pacific Region, who recorded their dissent.

In spite of the obvious political differences on the National Executive Board, we managed to reasonably maintain unity until the conclusion of the 2016 negotiations. Following the acceptance of that tentative agreement, it became clear that this “truce” was off.

My reasons for voting against this motion had nothing to do with the individuals that were being selected. The sisters did exemplary work on this file and deserve the respect of the entire membership for the work they did to contribute to one of the biggest victories in the history of this union.

This motion to appoint members to the pay equity committee was moved via email vote, without any discussion. Despite numerous requests for a board meeting and discussion on the subject, the majority of the National Executive Board insisted on ramming this through. An emergency board meeting could have been called, allowing the board to have a broad discussion on the issue and come to a united position. Instead, the NEB was left divided.

This in itself was unfair to the sisters appointed to the committee, as they had to begin their work with this cloud hanging over the pay equity case. This was a very sharp fracture on the National Executive Board, which laid the ground for much of the division that was to follow. The union was later in the unprecedented position of having board members record their dissent on the selection of the negotiators.

September 11-14

It is MOVED, SECONDED and CARRIED that the National Secretary-Treasurer write to the President of the Toronto Local stating the concerns with the process outlined: first regarding having a lawyer at every location and the cost, second the possibility of runoff elections and the additional cost of lawyers and third, if there are runoff elections, whether or not they can be completed in the time frame contained in the bylaw amendments and until these concerns can be addressed, the NEB will not address the bylaw changes.

The National President and 1st National Vice-President recorded their dissidence.

The Toronto Local had passed a bylaw amendment, which changed the way they conduct their local elections. The majority of the National Executive Board refused to accept this bylaw amendment, even though the election procedure the membership voted on is not unusual and has been used by other locals. I could not find any constitutional basis for refusing to follow the will of the Toronto Local membership.

In this instance, the majority of the National Executive Board was interfering in a decision that belonged to the Toronto local. By refusing to accept the bylaw amendment, the NEB forced the Toronto Local to conduct their elections under the previous procedure that had been rejected by the membership.

I traveled to Toronto to explain the decision of the National Executive Board to the General Membership Meeting of the Toronto Local. I explained why I recorded my dissent, and why I believed the board's actions were against the spirit, if not the letter, of the national constitution. The National Executive Board has no business interfering in the politics of any local. This meeting eventually broke down.

November 15 2016

It is MOVED and SECONDED to adopt the following resolution:

Therefore BE IT RESOLVED that the NEB authorize Sister Anny Lesage to attend the Women's Conference and the UNI Americas Conference (December 4 – 9, 2016) and Brother Denis Lemelin to attend the UNI Regional Conference (December 7 – 9);

BE IT FURTHER RESOLVED that the NEB authorize the 3rd National Vice-President to continue in his role as the CUPW representative on the UNI Americas Executive Committee and Management Committee and Sister Anny Lesage to continue in her role as the CUPW women's representative and alternate to the Executive Committee;

BE IT ALSO RESOLVED that the National Secretary-Treasurer and the 1st National Vice-President be alternates on the Women's Committee and the National Grievance Officer be an alternate on the Executive Committee;

BE IT FURTHER RESOLVED that the NEB authorize \$5,000 from the Appendix "R" Fund to cover the expenses related to the delegation;

Be It FINALLY RESOLVED that the NEB consider expanding the delegation to encompass a CUPW Youth Representative and other active members and/or elected representatives.

The majority of members voted in favour of the resolution.

The National President and 1st National Vice-President recorded their dissidence.

The main reason for recording my dissidence on this motion, was that the 1st National Vice President was being excluded from this work. Sister Simpson had indicated that she was interested in continuing the work with UNI Global Union, as her predecessor had. CUPW leadership should be present in our union's global affiliate. I believe it was unfair and unjust to block her from this work.

January 17, 2017

It is MOVED, SECONDED and CARRIED that a new amended letter authored by the National President be sent to the Toronto Local to reflect that based on the facts at hand, it is up to the Toronto Local membership to decide what bylaws are in place for the Local election process, rendering the challenge to the Chair on December 13, 2016 correct and valid in the opinion of the National Executive Board.

The National President and 1st National Vice-President recorded their dissidence.

This vote was in response to a constitutional interpretation that I made at the request of the Toronto local president. The interpretation, which was overturned by the board, was as follows:

January 16, 2017

Megan Whitfield
Toronto Local President
Canadian Union of Postal Workers

Re: December 23, 2016 letter from Peter Denley to Megan Whitfield

Sister,

This letter is in response to your inquiry of January 4, 2017 regarding the above noted matter and your request for an interpretation of the National Constitution.

I will take this opportunity to apologize for the inordinate amount of time taken to return the Local By-laws as approved. If they had been dealt with more expediently we may not have the problems you are facing now.

Firstly, the December 23, 2016 letter from Brother Denley is on behalf of the four National Officers present at the December 13, 2016, CUPW Toronto Local Meeting, it was not vetted or discussed by the National Executive Board.

Sister, as the National President it is not my responsibility to interpret Local by-laws and because of that, I will keep my comments in this letter confined to findings concerning the National Constitution and the established rules of order. In coming to the following conclusions, I have reviewed each of the decisions by past Presidents that you relied on in your letter and checked for any that would be contrary. You were very thorough and the decisions you provided were very determinative of these matters.

I will answer your questions in the order you asked them, they were as follows:

1. Adopted motions of the Membership take effect immediately unless the motion states otherwise.

The National Constitution and past practice at convention leads me to state that the new by-laws take effect immediately unless otherwise stated in the original motion voted on by the membership.

In his July 14, 1989 ruling, Brother Parrot stated,

“Once by-laws are duly ratified by the local members and approved by the National Executive Board in accordance with section 9.02 of the Constitution, it is the Local President that interprets the Local by-laws...”

This statement and indeed the rest of his letter indicate that, under the Constitution, the new by-laws are in effect for the Local President to interpret; not put to the Membership for another vote and not the old by-laws to be followed.

2. The National Constitution does not require a second vote on the exact same By-laws already passed by the Local Membership.

In this case the by-laws passed by the Toronto Local Membership were approved by the NEB without any amendments and as such the exact same by-laws voted on by the Membership in June 2016, therefore they do not require any secondary vote of approval.

3. The challenge of the chair on Dec 13, 2016 by Brother Nanda concerning which by-laws are in place now was untimely and out of order.

Because the new by-laws had been debated and approved by the Local Membership in June 2016 and those same by-laws were approved by the NEB without amendment, there is no opportunity for any member to simply challenge the chair and have a second vote to defeat or delay what the membership had already passed.

The moment the NEB approved new unrevised by-laws the old by-laws ceased to exist and those new by-laws needed to be followed. The only time a motion to accept, defeat or delay these new by-laws could have been dealt with by the Toronto Local Membership was at the June 2016 General Membership Meeting.

At the December 13, 2016 meeting, the challenge being made was not a challenge to the chair, but actually a challenge to the decision of the NEB to approve the by-laws, which a Local Membership cannot challenge in this manner. The challenge at December 2016 General Membership Meeting was untimely and out of order.

4. *Because the challenge was out of order it is considered null and void.*

I will quote the decision of Brother Parrot in his July 14, 1989 ruling on this issue;

“As I understand the matter, a challenge to the chair was accepted and was successful. The question on the original motion subsequently was carried.

*Your procedural ruling on the original motion unquestionably was proper. Rules of procedure, including those governing amendments to by-laws, cannot simply be cast aside by a “challenge” to the chair’s responsibility to follow the rules which the by-laws have been established. **Any motion subsequently passed without following such rules become null and void.**”(my emphasis)*

Not only do I rely on Brother Parrot’s decision as precedent setting, I agree with it and apply it to this situation. The challenge of the chair about the Local following the old by-laws versus the new by-laws and the resulting vote of the Local Membership is null and void.

5. *The unchanged by-laws passed by the Toronto Local Membership became effective December 12, 2016 when approved constitutional by the NEB and confirmed by Sister Collins’ letter.*

I rely on and agree with Brothers Parrot and Tingley’s rulings on these matters as quoted in your letter. As I see it, the National Constitution has three requirements for Local by-laws in section 9.02; that the Local by-laws shall not conflict with the Nation Constitution; the by-laws need to be adopted by the Membership; and the Local by-laws need to be approved by the National Executive Board.

The new Toronto by-laws have satisfied all three requirements and as such are the appropriate by-laws to follow as of December 12, 2016.

If the situation was not settled by what I have already indicated above, I would agree with Brother Parrot’s ruling in 1989 for the Vancouver Local. I would find that any motion concerning the Local by-laws would have been a motion to reconsider and would have required a two-thirds majority to pass, and that could happen only after all the appropriate steps were followed for such a motion. The appropriate steps can be found in the National Constitution, Bourinot’s Rules of Order and of course the Local by-laws.

In Solidarity,
Mike Palecek
National President, CUPW-STTP

January 18, 2017

It is MOVED, SECONDED and CARRIED that the Toronto Local be informed in writing that if it moves forward with an election without the members having an opportunity to challenge the interpretation of the Local President's ruling in respect to the election committee and that the members decision is respected and complied with, or that the election not take place based on previous election bylaws as communicated yesterday by the National President, the NEB would be forced to put the Toronto Local under trusteeship.

Feb 28-March 3, 2017

It is MOVED, SECONDED to adopt the following resolution for the next RSMC Chief Negotiator:

BE IT RESOLVED that, in accordance with section 6.03 of the National Constitution, the National Executive Board appoint Sister Cindy MacDonnell the Chief Negotiator for the upcoming round of Bargaining for replacing the collective agreement ending December 31, 2017.

The NEB members discussed the motion.

The motion was defeated. The National President, the 1st National Vice-President and the National Directors, Atlantic and Pacific Regions, registered their dissent.

I felt strongly that the Chief Negotiator of the RSMC bargaining unit should be a sister and should be an RSMC. This had never been done before. As the Regional Grievance Officer of the Pacific Region, Sister MacDonnell had more than demonstrated her abilities.

June 6-9, 2017

It is MOVED, SECONDED that the 1st National Vice-President be appointed as Chief Negotiator for the RSMC bargaining unit.

MOTION DEFEATED.

The National President, 1st National Vice-President and National Directors from the Atlantic and Pacific Regions recorded their dissidence.

After the motion to appoint Sister MacDonnell was defeated, I still believed that the Chief Negotiator of the RSMC bargaining unit should be a sister. Given the pay equity issues we were trying to take on in this round of bargaining, I thought this was of vital importance. I believed Sister Jan Simpson would have done an exemplary job in the position.

Following the defeat of this motion, the board settled on Sister Nancy Beauchamp as Chief Negotiator. I supported this motion, as I knew we could be confident in Sister Beauchamp's abilities. And I was proud to see that the NEB did indeed end up selecting an RSMC Sister to be the Chief Negotiator for her bargaining unit, for the first time in the history of the union.

September 20, 2017

It is MOVED, SECONDED and CARRIED to move up to October 2, 2017 the start of delivery of the Canadian Tire neighbourhood mail under the Memorandum of Agreement between CPC and CUPW.

The National President, the 1st National Vice-President and the National Director, Pacific Region, recorded their dissent.

My decision to oppose this MOA was based on the behaviour of the employer when it comes to respecting these MOAs, as well as the feedback I had received from members regarding them. While it is clear that the Union should not be turning away work, this must be balanced with the needs of the membership and our ability to do the work safely.

October 25-27

It is MOVED, SECONDED and CARRIED to adopt the following resolution:

BE IT RESOLVED that CUPW move forward with the ASI proposal to implement iMIS as CUPW's information technology software;

BE IT FURTHER RESOLVED that the implementation of the new software begin on or before January 2018 and be fully implemented and live by May 2019;

BE IT ADDITIONALLY RESOLVED that the ASI quote for the iMIS System, which will include custom-built modules for the grievance application, membership and dues collection, with a total budget of \$773,292 from budget line Computers – General Fund, and be amortized over 5 years, at a cost of \$120,000 per year, as included in the 2017-2018 adopted budget;

BE IT FINALLY RESOLVED that \$150,000 be allotted for iMIS training and certification over the next two years, from the budget line Computers – General Fund, as included in the 2017-2018 adopted budget.

The National President registered his dissent.

This was a significant investment for the union. My rationale for opposing this decision was not based on any one particular issue, but several that came up through the course of our deliberations. Our staff had prepared a different proposal that would allow us to rebuild our computer systems in-house, with open-sourced software. Instead, the national executive board decided to contract the work out to a third party, which will leave us paying for software licensing as long as we use the system.

While it is clear we need to expand our digital capabilities, I felt this could be accomplished in a more cost-effective manner using existing open-sourced platforms, while relying on our own staff to develop tailor-made solutions.

I am also concerned about the security of the new system. All of our files will now be hosted in the cloud on a third-party server. CUPW's membership lists, including home addresses will now be held on someone else's server. Until now, this sensitive information has been kept on our own servers in the national office and protected by security systems that we have full control over. This of course, is a double-edged sword, as in-house servers also present certain risks.

June 11-13, 2018

It is MOVED, SECONDED and CARRIED to adopt the following resolution:

THEREFORE BE IT RESOLVED that the CUPW lifetime membership for the retired member be revoked along with all privileges that accompany that honour;

BE IT FURTHER RESOLVED that the retired member not be allowed on any CUPW union property in Canada at any levels of the union;

BE IT FINALLY RESOLVED that the retired member not be allowed to attend any conventions, Regional Conferences or any meetings convened by CUPW anywhere in Canada.

The National President, 1st National Vice-President and National Director, Atlantic Region, recorded their dissidence.

My dissidence on this motion revolved around constitutional questions. I question the NEB's authority to make the decision under our existing constitutional framework and a variety of complicating problems arise from the decision to do so, some of which will be dealt with by this convention.

July 17, 2018

It is MOVED and SECONDED to adopt the following resolution:

THEREFORE BE IT RESOLVED that the NEB, in accordance with the resolution passed at the last meeting, appoint Sister Karen Kennedy and Brother Keith Jeworski to conduct the investigation into child care and elder care fraud in the Metro-Toronto Region, with a maximum budget of \$25,000 from the Workers Advocate, Travel and Per Diem budget lines – General Fund.

The majority of members voted in favour of the resolution.

The National President and National Directors from the Atlantic, Quebec and Pacific Regions recorded their dissidence.

This resolution essentially carved-off a portion of an existing investigation, setting up a separate parallel investigation, which I believed amounted to interference in an existing investigation.

January 21-25, 2019

“TO UPHOLD the National President’s interpretation.”

The motion DEFEATED.

The National Director of the Prairie Region, the National Director of the Toronto Region and the National President registered dissent.

After debate the NEB concluded that an individual suspended under section 8.34 of the Constitution would not be able to attend convention as an automatic delegate as per section 3.06 of the National Constitution.

I believe that an elected position comes with both duties and rights. It may be correct for the NEB to suspend elected officers from their duties, but the NEB should not suspend rights. Such decisions should be left to the duly-constituted disciplinary committees. This vote effectively decided that a delegate credential is a duty of office, not a right of an elected officer. While this distinction may seem minor, it has wide-ranging implications that will likely arise in coming years.

In solidarity,

A handwritten signature in black ink, appearing to read "Mike Palecek". The signature is stylized with a large, sweeping "M" and a long, horizontal stroke at the end.

MP/lg cope 225

REPORT OF THE 1ST NATIONAL VICE-PRESIDENT TO THE 2019 NATIONAL CONVENTION

The last mandate has seen many challenges put in front of us, including the impact of austerity agendas, collective bargaining, municipal, provincial, territorial and federal elections, and a rise in hate, just to name a few. As the 1st National Vice-President, I have had to adapt to many situations and play many different roles as we took on these fights.

Working in close collaboration with the President, National Officers, directors, staff and locals, I feel honoured to have had the opportunity and challenges afforded from this unique position and to be actively involved in a variety of areas.

As a member of the National Executive Committee and National Executive Board, I have enjoyed assisting with the meetings and the implementation of resulting decisions. It has been a privilege to meet many of you from coast to coast to coast. These opportunities and experiences strengthened my resolve to focus on the input of members, in order to provide the most effective, meaningful services, and help our union continue to be a strong force in the labour movement.

NATIONAL OFFICE

Our union is one of the most active, militant and forward thinking labour organizations. We pride ourselves on the campaign work we do to raise awareness and influence decision makers.

The National Office is the “hub” that connects all the regions. Our job is to ensure that our union works as a whole and that it operates effectively and efficiently.

Working on a daily basis this term with the National President was an important part of my duties. Input from the regions and locals helped us to work with the communications department and others on the National Executive Committee to put campaigns in place, to put forward CUPW’s perspective on issues, prepare talking points, bulletins, and any other tools that are needed to share our message and get allies on board.

During the extended absences of the 3rd National Vice-President, I was tasked with overseeing various projects and files that were under way until his return. Some of these responsibilities included working with the membership and community around our current campaigns and working with the National Union Representative for external organizing, to continue the external organizing campaigns that were under way. I was also involved with the National campaign coordinators and the communications department to set up a plan that included meetings with members of parliament and elected municipal officers, attendance at events across the country and crafting appropriate messaging.

During the mandate, I was appointed by the NEC as a member of the Human Resources Committee at National Office. The other members were the National Secretary-Treasurer and Director of Finance and Administration. We worked in conjunction with the NEC and NEB members to fill staffing needs in the various offices, met with COPE and CUPE representatives to ensure that their collective agreements were being followed and to try to fix any problems identified by the Unions.

The Committee, along with the Prairie National Director, was tasked with bargaining on behalf of CUPW with COPE and CUPE to reach new collective agreements, which had been expired for a while. We followed the mandate of the NEB based on the program of demands that were adopted by the entire Board. There have been two rounds of negotiations with COPE and one with CUPE during this term.

New terms of reference would be a better way to ensure that the work is done with clear direction and in an inclusive way.

Having office meetings was a way for the entire office to hear what was going on within the various departments and to see where work was overlapping. These meetings are important to break down the silos that exist. Such meetings need to take place more regularly.

STAFF

Working in the shadow, the office staff have been the backbone supporting the work that we do. The majority of the staff are members of COPE and CUPE unions and take a lot of pride in making sure that their work is done efficiently and professionally. As an officer working with many departments during this mandate, I embraced this role and took the time to learn how their work was done and how I could best support them.

It has not been an easy mandate as there were times when hard decisions had to be made with the input, direction and assistance from the NEC and sometimes NEB members. Working with CUPE and COPE on different policies around harassment, including legal obligations, hiring new staff, and anti-bullying training have meant improvements to the environment at the office.

I cannot say thank you enough to the staff that has been there to support me during the mandate. I value their input on committee work and projects that we have worked on together.

NATIONAL EXECUTIVE BOARD

The NEB has been a challenge, but a challenge I have willingly faced and on which I continue to work. We are still facing a cultural (unconscious or conscious) bias to favour men in leadership and as the 1st National Vice-President chairing NEB meetings, I faced this with professionalism, assertiveness, and confidence. I feel my presence and manner has influenced some degree of positive change.

There were many times when there was obvious division on the NEB on many issues. While the other NEB members and I may not have always agreed, I always tried to respect others' positions on various issues brought up on the Board and this was key for us working together. Listening and appreciating all sides of an argument, especially when it conflicts or opposes ones' own views is the foundation for civil communications and a requirement for a truly democratic and respectful leadership. Being able to cooperate and coordinate the tasks at hand with the others is essential in moving forward.

I am confident that my arguments on any given decisions were in the best interest of the members because they were directly informed by my interactions and conversations with the members. Overall, I want you to know that I was determined to objectively oppose and record my dissent on any resolutions that did not reflect the mandate that members gave us.

During the second round of bargaining with CPC and the rotating strikes, I saw the NEB working together as I knew we could towards the common goal of negotiated collective agreements. We took direction from the workers across the country and were able to make strategic decisions that allowed us to mobilize the membership, and gain and maintain the support of the public.

It is my hope and recommendation the next mandate begins with the NEB participating in a facilitated session, which I feel would assist and ensure they are set up for a successful term at the outset of the mandate.

NEGOTIATIONS

CANADA POST 2016 COLLECTIVE BARGAINING

We did not achieve everything that we wanted but we were successful in obtaining the key points that were essential to us getting a negotiated settlement, with a two-year agreement for each unit.

Retirement Security – We protected our defined benefit pension plan for all current and future plan participants. We prevented an increase in the premium costs for retiree extended health care and dental benefits. This protects our members' hard-earned retirement security.

Pay Equity – We negotiated a pay equity review process that would not get tied up for decades in the courts.

Future Generations – We refused to abandon future generations of postal workers by accepting two-tier pensions or different benefits for new employees. We stood our ground and forced CPC to back down.

I voted “no” on the RSMC agreement, and registered my dissent at the NEB. I met many of you at meetings and heard about your working conditions and the realities you faced on a daily basis. The pay equity process was since completed in under two years, and RSMCs have seen improvements in many areas of their work.

For both bargaining units, still many of our issues were unresolved.

2018-19 COLLECTIVE BARGAINING

The 2018-2019 round of bargaining was seen as a continuation of the previous round since we had unresolved issues to fix. Unfortunately, the new CEO Jessica McDonald and the current Liberal government have done nothing to better our work conditions and in fact, undermined us by legislating us back to work, taking away our fundamental rights as unionized employees!

The Liberal government's legislation, just like the previous Conservative government, unilaterally prohibits any further strike action. Canada Post created a false emergency — the supposed backlog of parcels right before Christmas — to get the government to intervene with back-to-work legislation. Prior to the legislation, I was able to join many picket lines in Canada and Quebec as we participated in rotating strikes. Once the legislation was passed, our allies and retired postal workers continued to hold the picket lines for us. Postal workers will continue to defend our right to negotiate fair settlements for all our members.

While we will continue with the imposed arbitration process forced by the government, we know we have to resolve our problems with injuries, inequality, and overwork.

The arbitration process is ongoing.

TRANSFORCE FINAL MILE

TransForce is a huge multinational in shipping and logistics, and we represent its workers in BC, Winnipeg, Saskatoon, Red Deer and Ottawa. As Chief Negotiator in this round of negotiations, I worked with the Regional Grievance Officers from the Prairies, Central and Pacific regions as well as with the workers of the bargaining units. We were a very inclusive committee and kept the workers involved and informed during all steps of the negotiations. This was the only way we were able to put pressure on the company and get the workers in Winnipeg and Saskatoon a collective agreement with gains. We are in the process of ratifying a tentative agreement for the workers in BC that also sees gains. We look forward to continuing this strategy as we head to the bargaining tables in Ottawa and Red Deer.

Many unions represent workers at this company doing the same work, but negotiate in different ways and have different models. We need to have multi union meetings and create a plan on how to work together and stop this company from undermining the rights of the workers.

CAMPAIGNS

SAVE CANADA POST

In 2013, under a conservative government, Canada Post put in motion a plan to eliminate door-to-door delivery. The plan had several points, but the one that would catch Canadians attention the most was the elimination of door-to-door delivery.

Over five years, 5 million points of call were set to lose their door-to-door service. Community mailboxes would become the norm for Canadians. A plan that would certainly lead to privatize our public postal service.

Recognizing the disastrous effect of the plan for our workers and for the public, we launched an “all hands on deck” campaign to forcefully push back. We created a message to counter the government’s narrative. Our message was aimed at getting maximum buy-in from different constituencies, to ultimately put maximum pressure on the government.

First, door-to-door delivery is an essential service for everyone. We knew from previous public opinion polls that Canada Post is at the top of public services liked by citizens.

Second, seniors, people with disabilities, small business count on door-to-door delivery. These are key constituencies that would be impacted by the cuts and would put pressure on their elected representatives.

Third, door-to-door is needed for Canada Post to compete on the growing parcel delivery market. Let's make sure Canada Post is in a position to generate future revenues.

And last, community mailboxes are less safe, less accessible and not meant to be in dense urban neighbourhoods. This was a key message to highlight privacy issues from theft, and to appeal to municipalities who might not like their zones invaded by community mailboxes.

Like most campaigns, membership involvement is crucial for success. To mobilize members and raise awareness, we created campaign coordinator positions specifically dedicated to this issue.

Part of the work was to build a broad coalition to support our campaign. We reached out to retiree groups, groups representing people with disabilities and small business associations.

Another important target for partnership was the municipal sector. They were directly affected as community mail boxes would be installed in their jurisdiction.

Ultimately, all this bridge building was aimed at influencing our elected representatives. If the then government would not change its mind, we knew an electoral campaign was 18 months away. It would be an opportunity to get opposition parties on board. Opposition parties are potentially the next government!

So, what happened? In 2015, a new government was elected. Because of our campaign, that government committed to a moratorium on the previous plan, until a review was done.

We continued our pressure campaign throughout the review process. In 2017, the government instructed Canada Post to reinstitute door-to-door delivery.

The results of our campaigns speak for themselves. In 2013, Canada Post announced the elimination of door-to-door delivery to 5 million addresses: 1 million per year over the next five years.

In 2014, approx. 900,000 addresses lost door-to-door delivery. In 2015, the new government put in place a moratorium on the plan. In 2017, the moratorium was made permanent.

The original plan of the Conservative government would see 5 million addresses lose door-to-door delivery. Today, 4 million of that 5 million will keep their door-to-door service.

POSTAL BANKING

Thousands of rural towns and villages, and some Indigenous communities, don't have a bank – but many of them have a post office that could provide financial services.

As well, nearly two million individuals desperately need an alternative to payday lenders. Wouldn't it be great if there was a better option than the big banks? A postal bank could be that alternative.

Many postal systems around the world operate banks that provide inclusive access to banking, fund economic development and help increase revenue to preserve both our public postal service and jobs. We had a postal bank up until 1968. It's time to bring it back.

As for the Save Canada Post campaign, we started by raising awareness with our membership. It's about our future.

We sought support from civil society to broaden our coalition. We have been presenting the idea of postal banking in front of hundreds of municipal councils. We also have been seeking support from community groups and anti-poverty groups. They know first-hand how predatory payday lenders can devastate hard working people and communities.

Finally, we have taken the fight to Parliament by pressuring our elected representatives through a persistent lobbying campaign.

We have been using different tools to promote the campaign. Through social media, we have been pushing a series of videos explaining postal banking. In addition, a website has been created just on this issue. Further, we requested third party reports and research on postal banking, lending even more credibility to the exercise.

As for any campaign, it is important to evaluate where you are, and what has worked. It's crucial so you can adapt and identify new targets of influence. We don't yet have a public postal banking in the country, but we are moving in the right direction.

Over 900 municipalities across the country have adopted resolutions or sent letters of support to the government. The new Canada Post mandate as ordered by the government calls for innovation and expanding existing financial services. These issues were also part of our bargaining efforts.

DELIVERING COMMUNITY POWER

This campaign encapsulates the previous two, in the sense that it is about our vision. What do we think a 21st century postal service can be? A community hub, a key player in the fight against climate change and a center for expanded services to our communities.

We have created tools to promote this vision, a partnership with civil society organizations, a website and campaign coordinators. And this vision feeds our program of demands at the bargaining table.

In many communities, the post office is the only federal government presence. Delivery Community Power is a campaign that puts our union in a proactive mode. It tells people: We care and we are thinking of a better future. This last point is important to persuade elected representatives. The fact that post offices are everywhere and are often the only federal government building in a community is a great asset to use to better serve our communities with the services they need.

The future is bright for our postal services. With the success of our campaigns and the support of the public, we anticipate a big transformation.

We feel the keys to success are pretty straightforward: involving our 50 000 members across the country, coalition building and partnering with civil society, and integrating our campaigns to our bargaining demands.

CUPW is forward-looking. We are confident that we have not only the vision but the workforce capable of bringing everyone the new generation of services they deserve.

NATIONAL WOMEN'S COMMITTEE

It has been an honour to have worked with the passionate, diverse, intelligent, and committed women that formed this mandate women's committee. The change in format from only one meeting per year and a regional women's conference replacing the second meeting meant that we had to be very strategic about our priorities. During the meetings, we tried to offer training, have guest speakers, and create a work plan that could be brought back to the local level to be implemented and shared. Conferences were held in the regions, where experiences, visions and goals were expressed, and how we can support each other at all levels of the union. It was a privilege to assist with and participate in some of these conferences. I am so pleased to acknowledge the incredible effort and work that was put into them.

There have been more women in leadership positions in the course of this mandate, but we still have a long way to go.

Women's rights are human rights and as a union, we must recognize this and advocate for women's rights in all areas of society. Fair compensation for work, the opportunity of unhindered advancement, and discrimination-free workplaces and communities.

NATIONAL HUMAN RIGHTS COMMITTEE

As a woman of colour, the quest for respect and inclusivity for workers of equity seeking groups, is one that resonates and is dear to my heart. Systemic oppression is a daily reality for many of us both outside and inside our own unions. I have worked to ensure that every meeting provided a safe space for all members so that they could express themselves comfortably. Our cooperation and participation resulted in many meaningful recommendations coming forward to the Board. The recommendations that were adopted fell within the scope of the mandate of the committee as described in our National Constitution.

We sent bulletins and posters to recognize and celebrate the many holidays that celebrate the diversity represented by our membership. We also either organized or contributed to events that represented and acknowledged the history and the legacy of our members' ancestries. In our current political context, it is imperative that we confront division and hatred with forums such as the National Human Rights Committee, where some of our members who experience oppression and marginalization can gather, work in solidarity, and feel accepted.

Attaining human rights for all will not come easy. But, if we actively incorporate the promotion of human rights in our daily lives, it can be attainable.

CANADA POST

Appendix "HH" sets out the parameters for a Joint Advisory Committee to promote human rights and equity in hiring, address harassment, and provide human rights training. In addition, there is a sub-committee for Indigenous hiring and work floor integration. To address the problems facing Indigenous communities, such as systemic challenges and inequities when it comes to finding employment, the Committee also created two focus groups. With one focus group in Edmonton, the other in Winnipeg, the purpose was to explore and generate ways that obstacles to hiring could be better understood and addressed, with the goal of dismantling barriers that impede the hiring and retention. The sub-committee worked closely with Indigenous Friendship Centers in those two cities in order to inform and better understand some of the obstacles that Indigenous communities face.

The work being on this Joint Advisory Committee includes reviewing equity in hiring, assessing the levels of harassment complaints, addressing the backlog with respect to training, and updating the Human Rights training manual.

T-1 COMMITTEE

This committee came out of the previous round of negotiations and the purpose was to meet with CPC management and provide input prior to the implementation of various new projects. We have used these meetings along with consultation to push back on changes in work methods that CPC proposed and challenge the misinformation that they are channeling to the media, the public and in communications with the government.

We must continue to hold CPC accountable for the unsafe workplaces and work methods that they have put in place that continue to injure workers.

LABOUR MOVEMENT

Working with other unions and allies is paramount as this type of solidarity can ensure improvements for the working class, create stronger bonds and facilitate support. If there is one thing we know as trade unionists, it is that our true strength lies in working collectively. Such strength should never be underestimated. By representing CUPW on the CLC Women and Human Rights Committees, bonds were indeed created and I have built relationships and connected with various unions' activists and leaders. Continuing to count on our sisters and brothers from other unions to support us in our current struggles and they can count us as well.

I was privileged to speak on behalf of CUPW at UNI Global meetings and the Coalition of Black Trade Unionist conventions. In addition, presenting on panels at the United Nations Commission on the Status of Women in 2018 and 2019 as part of a Labour delegation.

IN CONCLUSION

As we end this chapter of our journey, we assess our accomplishments as well as look to how we can build on these, and grow our success. While we do need to take time to congratulate ourselves for the successes, we also must reflect on the mistakes so that we can improve and continue to build. Overall, I believe we have once again proven that we do have the power to change our future for the better. We need only to set our vision, take responsibility and ownership and follow that vision by acting in a manner, which reflects our values of mutual respect and fairness for all.

*“Action without vision is only passing time,
vision without action is merely day dreaming,
but vision with action can change the world.” Nelson Mandela*

The following recommendations are not only my own, but they reflect the input of the members, rank and file, officers, and activists who took the time to speak to me. I listened, and within them I heard and saw the vision of a better CUPW. The ability to build an inclusive and respectful leadership is possible and hopefully the next mandate will nurture and grow the seeds that we’ve planted.

On behalf of all of you, I recommend:

- ❖ That we keep up the fight against all forms of discrimination and racism. That we keep up the fight for a greater good for all of society.

In order to facilitate this achievement, I feel it is necessary for our new leaders to follow the appropriate courses **at the beginning** of their mandate so that they have the proper tools to implement this vision.

- ❖ That we implement working methods and ethics designed to break silos and grow solidarity instead. We must take action and unite as a group. It is the only way to move forward.
- ❖ We must be driven to action because we want to make real change. Strategic sessions and transparency are required in order to pursue the building of a powerful movement. Therefore, I recommend that we make all reports coming from national campaign strategy sessions available to the membership. The result will be an informed membership and leaders who are truly accountable for the directions set for our Union, by the members for the members.
- ❖ I recommend that all locals have functioning women and human rights committees and that the members of these committees be supported. They can work with the members of the NHRC to implement the recommendations. The work they do within the community and Union are instrumental in making a difference.
- ❖ I encourage all members of CUPW to be active in our union. Attend meetings and participate in events. Educate yourself about how provincial, federal, and international politics affect your work life and engage accordingly. You have the ability to shape your future. By working together, we can improve your income, provide affordable health care, build a solid retirement, and help create a safer, more inclusive work environment.

Thank you to my family and friends for their continuing support.

To the delegates at this convention, I look forward to hearing and participating in the debate that will occur over the week. We will set the work of our Union for the next mandate.

In solidarity,

Jan Simpson
1st National Vice-President

/akm
cope 225

REPORT OF THE NATIONAL SECRETARY-TREASURER TO THE 2019 NATIONAL CONVENTION

Sisters, Brothers and comrades, I wish to welcome you to Toronto for the twenty-sixth convention of the Canadian Union of Postal Workers, *No Struggle No Victory*. Our National Constitution, in section 3.01, states that our conventions are to be held in the City of Ottawa unless the National Executive Board (NEB) decides by a two-thirds majority to hold it in another location, but even then in a central city of the country.

The members of the NEB, as well as many delegates, have commented on how well suited the Westin Harbour Castle is for hosting our conventions. This will be the third consecutive National Convention held at the Harbour Castle. It is convenient and efficient to have all delegates in one hotel, which also has the required number of meeting rooms and a convention hall large enough to hold our delegates, observers and guests. From a financial perspective, total travel costs for delegates to downtown Toronto are less than to Ottawa, where we would need to utilize three or four different hotels to accommodate everyone.

This is my first report to convention as National Secretary-Treasurer (NST). Writing this report has not been easy. With the challenges faced during this mandate and the wide range of files the NST is involved with, it is hard to know what needs to be included and in how much detail. Many of the important issues faced by the Union and the membership this term will be found in the report of the National Executive Board and in the report of other National Officers. With this report, I hope to convey how I have carried out my responsibilities, many of the accomplishments achieved and some of the difficulties faced during the mandate.

The responsibilities of the NST are listed in sections 4.45 through 4.55 of the National Constitution. From those provisions, it is clear there is no aspect of the work of the Union that does not involve one or more of the departments the National Secretary-Treasurer is directly responsible for. The membership department, dues processing and rebates, accounts payable and receivables, payroll and financial administration are the obvious ones. The functions of each of these departments are complex and require knowledgeable, skilled and dedicated staff to keep the organization running smoothly.

The administrative functions of the position entail a wide range of activities. Some as mundane as allocating parking spaces, dealing with service technicians or selecting coffee suppliers and others as complex as negotiating collective agreements with those who work for us. The CUPW National Office, our Information Technology department, as well as the day-to-day interactions with our employees, including the distribution of work, fall within the portfolio of the NST.

The first sections of my report deal with the Union's finances followed by other sections devoted to the other responsibilities of the National Secretary-Treasurer.

In the past year, you have received a great deal of information about the Union's finances. In June 2018, Locals were provided with a detailed report of the Union's revenues and expenses for the period July 1- December 31, 2017. In August 2018, as an appendix to the NEB's discussion paper, a "Financial Report for Regional Conferences" was provided to Locals to assist them in preparing resolutions to the Regional Conference. Recently, Locals received the 2017-2018 audited financial statements for the General, Reserve and Defence Funds as well as for the Child Care Fund, the Education Fund, the International Postal Fund and the Building Society. Included with those statements was a report on the salaries and expenses of each of the National and Regional Officers and Union Representatives, as required under section 4.49 of the National Constitution.

Locals also received a copy of the budgets adopted by the NEB for each year of this mandate. Further, the National Board of Trustees (NBT) at each verification this mandate produced a report, which was subsequently reproduced in the Perspective.

Repeating in this report all of the information previously provided would not be very useful. For ease of reference, you will find attached the following statements as appendices:

Appendix	Statement	Period Reviewed
A	Balance of all Funds	Audited July 2014 to June 30, 2018
B	Revenues and Expenses "General Fund"	Audited 2013 to 2018 projected 2019
C	Revenues and Expenses "Defence Fund"	Audited 2013 to 2018 projected 2019
D	Revenues and Expenses "Reserve Fund"	Audited 2013 to 2018 projected 2019

GENERAL, DEFENCE AND RESERVE FUNDS

The General Fund functions as our operating account and is used to pay the day-to-day expenses of the Union. When budgets are prepared or when financial reports are examined by the National Executive Board, the focus is on the General Fund.

The basic dues collected from members are divided up, as per section 7.08 of the Constitution, as follows:

- 64% to the General Fund;
- 10% to the Defence Fund; and
- 26% to Locals.

Locals also receive an extra rebate of \$1.00 per member per month, at a minimum of \$250 and maximum of \$1,000. This extra rebate in the 2017-2018 fiscal year was over \$724,000, which came from the 64% of dues allocated to the National Union.

From the 1993 National Convention to the last convention in 2015, the 10% designated for the Defence Fund was instead deposited into the General Fund. This practice was meant as a temporary measure to avoid operating deficits until the Union could “bring our finances under control”. While the National Executive Board had some success in controlling costs, deficits occurred in the General Fund that made it impossible to deposit yearly the full 10% of dues into the Defence Fund, as per section 7.08 of the Constitution.

Delegates to the 2011 convention adopted resolutions that reduced many expenses related to National Committees, Area Councils as well as approving a videoconferencing system intended to reduce the costs of Board and other meetings.

Notwithstanding those changes, the Union transferred \$625,000 from the Defence Fund and \$989,000 from the Reserve Fund in order to retire the deficit in the General Fund at the end of the 2015 fiscal year. The 2015 convention reinstated the monthly 10% contribution to the Defence Fund. The delegates in 2015 also adopted a resolution that made changes to section 7.20 of the Constitution, which permits the NEB to retire a General Fund deficient with a transfer from the Defence Fund, up to the total amount deposited in the Defence Fund that fiscal year.

Please note that 5% of the General Fund revenues is set aside in the Reserve Fund, half for external organizing and half as true reserves for significant unbudgeted expenses that arise in the fiscal year. Appendix “A” shows the net contributions to the Reserve Fund over the last four years from a fund balance of \$12.2M in June 2014 to \$15.6M at the end of June 2018. As of June 30, 2018, contained in the Reserve Fund is \$3.9M for External Organizing.

In 2005, the NEB adopted a practice of setting funds aside each fiscal year into the Reserve Fund for major expenses not occurring in that year but that would affect the General Fund in the years they did occur. Examples of these expenses would be Regional Conferences, National Presidents Meetings, National Convention and negotiations. This was done also to avoid General Fund surpluses, which would have been required to be deposited into the Defence Fund and therefore, unavailable for those expenses. Accounting staff kept close track of those allocations and ensured the funds were used as intended.

With the change to section 7.20 adopted at the 2015 convention, the practice of setting funds aside was eliminated and by 2016, all of the previously accumulated reserves were gone.

The “Balance of Funds” chart in Appendix “A” shows how the application of section 7.20 adopted at the 2015 convention resulted in net contributions to the Defence Fund over the last four years from a fund balance of \$18.4M in June 2014 to \$26.8M at the end of June 2018.

The chart below shows the yearly deposit to the Defence Fund and the amount transferred to retire the deficit in the General Fund each year.

Date	Deposit to the Defence Fund	Transfer to the General Fund
June 30, 2015	\$ 989,167	\$ 624,512
June 30, 2016	\$ 4,716,518	\$ 2,596,542
June 30, 2017	\$ 4,524,599	\$ 2,858,642
June 30, 2018	\$ 4,538,338	\$ 358,325
Total	\$ 14,769,622	\$ 6,438,021

Budgeting of the General Fund for day-to-day operations became more challenging each year of this mandate as the monies set aside in the Reserve Fund were exhausted and only 64% of dues, less the extra rebates to Locals, was available for all operations and services to the members.

The NEB was unable to meet its obligation under 7.04 of not approving a deficit budget in the fiscal years 2017-18 and 2018-19. We examined the expenditures in detail and realized we could not operate without a General Fund deficit without further changes to constitutionally mandated expenses and services, increases to revenue or a new formulation of how revenues are allocated.

There is a resolution coming to this convention to renew the notwithstanding paragraph of section 7.20, permitting the withdrawal from the Defence Fund to cover a General Fund deficit, up to the amount deposited into the Defence Fund that year. I strongly recommend delegates support the resolution. Referring back to the chart in Appendix “A”, in 2016 and 2017 you can see that over half the funds deposited into the Defence Fund were required to cover the General Fund deficits.

The situation in 2018 was unique. The budgeted operating costs were reduced significantly as the National Presidents meeting and NEC/REC did not occur, traveling to ratification and strike votes was drastically reduced, and budgeted wage increases did not occur for some of our staff as well as for CUPW elected representatives. A transfer of \$358,325 from the Defence Fund was nevertheless required to retire the deficit in the General Fund as of June 30, 2018.

NEGOTIATIONS

A financial challenge this mandate was the two rounds of negotiations for the RSMC and Urban Operations bargaining units. For the period July 1, 2015 to December 31, 2018, the total cost of negotiations detailed below was 7.6M.

2014 2015	2015 2016	2016 2017	2017 2018	July 1 to December 31, 2018
\$9,852	\$1,624,730	\$1,741,059	\$2,235,617	\$1,994,831

A major achievement gained through negotiations was the pay equity arbitration for the RSMC bargaining unit, which resulted in Arbitrator Flynn's decision providing pay equity. The new hourly rates of pay for RSMC members that took effect on January 1, 2019 will generate additional annual dues revenue but, at this time, we are unable to say what that exact yearly increase in revenue will be. Once the RSMC members are paid their retroactive pay for the period of January 1, 2016 to December 31, 2018, an additional lump sum payment of retroactive union dues will be received in 2019. At the time of writing this report, the amount of the lump sum payment of retroactive dues is unknown.

In the fall of 2018, the membership participated in six weeks of rotating strikes until the Government passed legislation, forced the membership back to work and took away our right to free collective bargaining. The NEB determined that if a local was called out on strike for five or more days, local members were eligible for strike pay if the conditions set out in section 7.23 of the Constitution were met. Seven (7) locals across the country were entitled to strike pay. The Union advanced \$373,000 in strike pay.

The General Fund statement (Appendix "B") shows a projected deficit for 2018-2019 of almost \$8M. This deficit is due to the continuation of negotiations for both bargaining units, National Convention and the day-to-day operations of the Union. The NEB chose not to impose section 7.09 of the Constitution to retire part of the anticipated deficit in the General Fund. If the Board had chosen to do so, the anticipated deficit in the General Fund in 2018/2019 could have been reduced by \$2M. This shows why it is important to review the statements of the General, Reserve and Defence Funds as well as the report on fund balances to get a complete picture of the Union's finances.

It is my hope the financial information provided in this report and appendices will be of assistance to delegates as resolutions are debated at this convention.

NATIONAL BOARD OF TRUSTEES

The National Board of Trustees (NBT) at each verification this mandate produced a report providing financial and administrative information, as well as statistical reports on our membership. As required under section 4.101 of the Constitution, the National Board of Trustees will submit a written report to convention, including a copy of their fourth verification along with a summary of their findings from all the verifications of the mandate. I would like to take this opportunity to thank the members of the NBT for their dedication in fulfilling their responsibility to inspect the finances and assets of the Union, as described in sections 4.99, 4.100, 4.101 and 4.02 of the National Constitution.

CHILD AND ELDER CARE

In April 2018, a review of CUPW's current practice for the reimbursement of child/elder care expenses was undertaken. An independent third party was retained to conduct the review and provide recommendations for a new policy and guidelines for the application and reimbursement of child/elder care expenses. The newly elected National Executive Board should consider adopting a new policy for the reimbursement of child/elder care expenses and develop a new application form.

2014 2015	2015 2016	2016 2017	2017 2018	July 1 to December 31, 2018
\$87,065	\$62,100	\$63,801	\$43,075	\$26,014

ARTICLE 8

The elimination of Local Disciplinary Committees in 2011 does not appear to have had the intended effect of reducing the utilization of Article 8 this mandate. The provisions under section 8.01 of the Constitution regarding access to alternative conflict resolution with the agreement of both parties has only been requested by a few members to resolve conflict. Expenses for the work of Regional Disciplinary Committees and the Appeal Board have been in excess of \$110,000 for this mandate. An administrative system of tracking all Article 8 charges submitted to the National Office was developed. While not a cost saving measure, the administration of files is vastly improved. To address expenses of Regional Disciplinary Committees and the Appeal Board, we developed an "Authorization of Expenses" policy for their use. This policy provides for an authorization process for the pre-approval of expenses for travel, accommodation, meeting rooms and lost wages when conducting hearings, as per sections 8.20 and 8.46 of the Constitution.

As per sections 8.12 and 8.16 of the Constitution, from June 2015 until March 15, 2019, 176 formal Article 8 charges were submitted, as per the chart below. Included in the total are 55 charges that were laid for violating the overtime ban imposed by the NEB in the fall of 2018. The total does not include any charges resulting from the child /elder care investigation in the Metro-Toronto Region.

	Atlantic	Québec	Metro-Montréal	Central	Metro-Toronto	Ontario	Prairie	Pacific	NEB	Total
Article 8	8	5		1	94	25	21	15	7	176
Overtime Ban	4				47	1		3		55
Appeal Board		1			2	8	4			15

The total number of Article 8 charges this mandate is 176. As of March 1, 2019, 127 files are still active and 48 are closed.

COST SAVINGS MEASURES AND ADMINISTRATIVE ACHIEVEMENTS

Throughout this section, you are provided with achievements made this mandate. There are a number of actions that have resulted in substantial cost savings while others have improved efficiency and control of administrative functions.

The National Union pays \$1.5M in annual premiums for the basic life insurance plan for all member in good standing (MIGS). I am an “Insurance Plan Trustee”. The strategy when the plan was developed was to generate a surplus of premiums, which would eventually subsidize the annual basic insurance premium payment made on behalf of the membership by CUPW. This term, the accumulated surplus in the life insurance plan continued to grow and reimbursed CUPW for part of the premiums paid on behalf of the membership. For 2019, the Trustees recommended that the total annual premiums be paid from the accumulated surplus and not CUPW’s General Fund.

While the Constitution provides for a lower per diem rate for negotiators (section 7.49) when an apartment is provided, there is no provisions for others who are employed nationally or regionally for periods of more than three months when provided an apartment. The NEB adopted a policy for reduced daily per diems for appointments that extend over 90 days, which resulted in savings exceeding \$100,000 during the mandate.

With respect to accommodation in Ottawa for long-term assignments, which includes negotiating committees, the NEB proceeded to ensure the Union had condominiums available. In addition to the five condominiums already owned, I recommended to the NEB that CUPW purchase an additional eight units to accommodate the two negotiating committees. The NEB adopted a budget of \$3.5M for the purchase. After purchasing and furnishing the units, the final expenditure was \$600,000 under budget. The best-negotiated price for hotels or privately owned accommodation in the early fall of 2015 was \$3,800 per month per individual. In one year, the Union would have paid in excess of \$365,000 before taxes for accommodating eight members of the negotiating committees. The current fixed monthly cost for the eight units consisting of the mortgage payment, condo fees, taxes, insurance and utilities is approximately \$18,000 per month or \$216,000 per year. From October 2015 until February 2017, and again from September 2017 to today, anywhere between 6 to 8 members of the negotiating committees occupied the new units. By purchasing the eight condominiums, the total saving achieved was approximately \$384,000 over a 33-month period. In addition to being excellent investments, increasing in value, these eight condominiums are located within a five-minute walk from National Office, so there is no transportation costs. When not occupied by negotiators, the units have been utilized to accommodate members of various National committees, National Directors attending Board meetings, and others working on behalf of the Union.

The NEB approved a proposal to improve the administration of section 7.38 relating to annual leave entitlements of Officers and Union Representatives (URs). While the process involves the payout of some leave, the procedure more closely follows the collective agreement provisions available to our members and prevents the payout of days at rates of pay higher than when they were earned. This change also satisfied a recommendation of the National Board of Trustees, which had been appearing in their reports for years.

In negotiations with our unionized staff, we have ensured they have access to a short-term and long-term disability plan that mirrors the ones for our members. We cancelled the contract with the provider for short-term disability and developed a CUPW self-funded Short-Term Disability Plan. It is anticipated this will result in savings of \$60,000 per year.

At the National Office, major repairs were made to the underground garage, the building's back exterior wall including foundation repairs and replacement of the back laneway. These projects took place when there was no Director of Finance and Administration (DFA) to assist. Another project was undertaken to retrofit (painting, wiring, computer cabling) an unused area at National Office into a professional workspace for the two negotiating committees where slightly used office furniture was sourced for 12 identical workstations. The project was completed for under \$10,000.

Many procedures at National Office are not standardized. This leads to inconsistent processes within the various departments. I have been addressing these problematic issues by ensuring we have written policies and procedures.

An example is the procedure to be followed when onboarding someone newly employed to work at the National or Regional Offices in respect of IT needs, announcing their arrival to others, orientation to the building, getting on payroll, etc. We have also developed an exit procedure and conducted exit interviews. On the recommendation of an independent third party, a “Code of Conduct and Confidentiality Agreement” was developed. It is mandatory for any individual working at National or a Regional Office to sign the agreement before they commence working for or with CUPW. The agreement ensures the safety of CUPW information and property.

Additional administrative changes implemented this mandate have been:

- Developed and deployed a new membership application form that will permit electronic filing of applications rather than the current cumbersome maintenance of hard copy cards.
- A USB key was developed and distributed to Locals to assist Local Secretary-Treasurers and the Local Executive Committee members with their administrative duties and responsibilities. The USB key contains standardized templates for dues waivers, book off notice for union business with pay, statement of earning for Union business, General Membership Meeting Bulletins, order of business at a GMM, template for taking minutes at a GMM, to name a few;
- A new “Annual Financial Statement” was developed that requires Locals to report on all Local revenues and assets;
- A document outlining the role and responsibilities for Local Secretary-Treasurers was provided to Locals as well as documentation how Local Trustees are to conduct a verification;
- Documentation explaining how to charge per diem allowances;
- Standardized reports were provided to the NEB on Local assets and Annual Financial Statements;
- Monthly notices go out to those delinquent in filing expense reports;
- Providing direct deposits for expense claims as well as increasing the frequency of reimbursement of monthly expense claims;
- Policy and guidelines for short-term and long-term disability for staff and elected CUPW Officers and Union Representatives;
- For Locals with full-time Officers, a memorandum of agreement was signed with Canada Post on long-term disability coverage;
- Updated the Policy and Guidelines on Investment of Union Funds.

INFORMATION TECHNOLOGY

In 2017, the NEB adopted a motion to have an independent analysis done of our IT systems and software, including our reliance on ORACLE. The report concluded that our ORACLE system was too customized with only a few individuals having the knowledge and ability to operate and maintain it. This was an important risk to the Union. Further, the ORACLE modules were years behind technologically and were not providing users with their wants or needs.

The system analysis involved each level of the Union including staff, National and Regional Officers and Union Representatives as well as Local Executives. In November 2017, the NEB decided to implement ASI's iMIS IT System to replace ORACLE. In February 2018, the kick-off to the iMIS system took place with phase one of the implementation and the new system going live in the second half 2019.

The iMIS system provides a member engagement platform that allows members, retirees and allies to access information on the day-to-day operations of the Union. Once Phase 1 goes live, members will have the ability to update their personal information, review their union dues profile information online through their personal iMIS portal. In the near future, with the implementation of Phase 2, members will have access to a wide range of CUPW's operations, including educational materials, services and, one day, the ability to review information regarding the grievance system.

In April 2018, the Finance Department transitioned from ORACLE Financials to the new accounting software. SAGE 300 will be partly integrated with the iMIS system so that information entered into one system automatically updates the other system. Our previous ORACLE modules for dues/rebates, membership and grievances required individual data updates which were cumbersome and lead to anomalies if one module was given updated information and the others were not.

The previous ORACLE system developed 20 years ago cost over \$2M and has been increasingly expensive to maintain with few resources available to assist the Union in supporting the modules. The new system will cost under \$1M and will provide reliability and stability to our IT infrastructure and be very user friendly.

Additionally, the Union will have access outside its own technical resources to support the system and ensure it is kept up-to-date.

Another major improvement this mandate has been the upgrading of the videoconferencing system along with the 20 years old audio system in the main boardroom. While the NEB has not utilized videoconferencing as much as intended due to the need to meet in person during the back-to-back negotiations, the system has been utilized by the grievance, staffing, organizing and education departments to hold meetings with individuals and Regional Representatives.

A significant improvement to the system is the ability to participate in meetings by a “Virtual Meeting Room” link that allows participants to join meetings through their laptops from locations outside of National and Regional Offices and even outside the country.

Our next step is to upgrade the equipment in the boardroom on the main floor of the National Office to have the same functionality as the main boardroom on the 5th floor.

MEMBERSHIP DEPARTMENT

The systems and procedures in the membership department were developed when the Union was a single employer Union with one large bargaining unit. The size of the Urban Operations and later the RSMC bargaining units in relation to the Private Sector Bargaining Units (PSBUs) dictated the greatest share of our resources for membership systems was directed to the Canada Post members.

The software modules developed for membership data processing incorporated our constitutional as well as collective agreement provisions. Integrating into those modules PSBUs, where the collective agreements do not necessarily provide standard reporting requirements by employers for things like hiring, releases, unpaid leave etc., created challenges for us at the national level.

The new iMIS system reported in the previous section will solve many of these challenges and provide better membership services for our members. Because we receive information on our members electronically from Canada Post, it is necessary that our systems be compatible with theirs. The fact that our membership management system is over 20 years old causes technical challenges from time to time.

LABOUR RELATIONS

An important element of the National Secretary-Treasurer’s work is the administration of the Union. A large part of that is being one of the Union’s management representatives on the Human Resources Committee mandated to deal with staffing. The other members of the Human Resources Committee are Sister Simpson, 1st National Vice-President, and the Director of Finance and Administration (DFA).

Our staff is as committed to the success of CUPW as any of our boldest activists. An example of this commitment would be COPE staff at National Office taking on additional responsibilities of providing administrative support to negotiations while still maintaining their regular duties, which meant that additional staff did not have to be hired. It is still, however, important to recognize that an employer/employee relationship exists between us.

This term, we negotiated two collective agreements with COPE 225. Included in those agreements are changes to the staffing profile, which allow CUPW to utilize part-time employees where appropriate. The representatives for COPE 225 negotiated in a professional manner.

A new collective agreement was negotiated with CUPE 1979, the union representing our specialists, translators and cleaning staff. Their previous contract had expired in 2013. The long delay in reaching a new contract contributed to making negotiations difficult and complex. Long-standing issues between the parties needed to be addressed and some progress was made in that regard. We also needed to bring some provisions up-to-date in respect of leave credits and utilization. The parties ultimately needed the assistance of a third party conciliator to achieve an agreement.

During negotiations with CUPE 1979, the parties agreed to work with a mediator from Mediation Services to help improve the working relationship. After an initial meeting, the parties agreed to wait until after convention before embarking on a series of working sessions meant to help improve labour relations at National Office. I would like to thank the members of CUPE 1979 for their participation and commitment to improve our working relationship. Here again, we have dedicated staff working for CUPW.

I want to join with Sister Simpson and Brother Fischer in thanking COPE and CUPE for their diligence and hard work in reaching the current collective agreements.

CANADA POST PENSION PLAN AND PENSION ADVISORY COUNCIL

It has been a privilege to represent our members on the Pension Advisory Council (PAC) of the Canada Post Corporation Pension Plan along with Sisters Cleroux and Eckert and Brother Lapointe as well as other bargaining agent appointees. We have been able to monitor the performance of the plan's administration and investments.

The pension plan is, and has been for a while, in a surplus position when evaluated as a going concern. This is a true measure of the plan's ability to meet its obligations on a daily basis, paying out pension benefits and covering administrative costs. The Corporation tries to alarm everyone by talking about the pension solvency deficit which is a snapshot evaluation assuming the Corporation and the pension ceases to exist on a particular day. Many large pension plans in Canada are not subjected to a solvency evaluation and the Union believes neither should the Canada Post Pension Plan.

APPENDIX “T”

One benefit from the funding provided by Appendix “T” is CUPW’s involvement in Rutgers University Annual Conference on postal and delivery economics. The conference originates from Rutgers University department for the study of regulated industries.

CUPW usually presents a paper on postal issues from a labour perspective. This mandate, the papers were prepared by Sister Kathie Steinhoff and Brothers Geoff Bickerton and Christopher Schwartz. The information gained at these conferences is incredibly valuable for CUPW. We have gained greater knowledge and understanding of how postal services are delivered in other countries and how other posts have dealt with issues related to CUPW campaigns and faced by our membership. Examples would include experiences with postal banking, the impact of growing parcel delivery and how other posts are “going green”. It has been a privilege to participate in the conferences.

NATIONAL ORGANIZATION OF RETIRED POSTAL WORKERS (NORPW)

The delegates at the 2015 convention adopted a resolution for the development of a National Organization for Retired Postal workers. The organization is now part of our Constitution. This mandate, CUPW has provided assistance to the NORPW as follows: a mailing was sent to 27,000 retired postal workers introducing the new organization, a letter is now sent from National Office when a member retires, congratulating the member on their retirement and includes an application for the NORPW, provided legal assistance in becoming a non profit organization and continues to provide administrative assistance in maintaining the NORPW membership data base.

The NORPW members this mandate supported CUPW on picket lines, fought to maintain our defined benefit pension plan, supported and participated in our campaigns, facilitated courses, and assisted Locals. The NORPW is a great resource locally, regionally and nationally in supporting CUPW in our struggles and in achieving our goals.

NATIONAL WOMEN'S COMMITTEE AND NATIONAL HUMAN RIGHTS COMMITTEE

I have had the honour of participating in the National Women's Committee and National Human Rights Committee meetings this mandate. My participation provided me the opportunity to engage in dialog with the equity seeking groups where I gained knowledge and insight into issues faced daily by these members. I had the opportunity to contribute in discussions and recommendations aimed at highlighting and improving the reality of our members on our work floors, within CUPW, in our communities and in society. The work of the committees provides the NEB with valued guidance and recommendations aimed at addressing and providing a better understanding of the issues and reality faced by equity seeking groups in an effort to engage and inspire the membership to help build a better world.

THANKS TO OUR STAFF

I personally view this part of my report as perhaps the most important but also the most inadequate acknowledgement of the work done by our staff.

If I have enjoyed some success this term as National Secretary-Treasurer, a great deal of credit must go to our National Office personnel. Their support has been unwavering!

Eight months into my term, the Director of Finance and Administration (DFA) left CUPW when the Executive Board decided not to renew her contract. Between January 2016 and September 2017, the Union employed two separate DFAs, each of whom proved unsuitable. Before and after each, there were periods without DFA support and guidance, which of course increased my own workload and challenged me personally. With NEB approval, Brother Kuehnbaum came back twice to assist with day-to-day operations in the finance and administration departments. Taking over the NST role after Brother Kuehnbaum had held the position for 19 years had a big learning curve even with my knowledge about the Union's complex financial structure, two terms as a member of the NBT and experience as a Local Secretary-Treasurer. A heartfelt thank you to Brother Kuehnbaum for his assistance and support.

In September 2017, Sylvain Beaudry returned to CUPW as the DFA and brought with him his previous knowledge and experience. He quickly fit back into his role of managing our investments and cash flow as well as assisting in the administrative functions in CUPW's multi-million dollar operations. We have an excellent working relationship and his experience is most beneficial to CUPW.

In our IT department, Rick Martel, Director of Information Technology, retired in January 2019. I wish to acknowledge Rick for his many contributions to CUPW.

CUPW hired a new Director of IT, François Mac Habée in February 2018. François has been responsible for bringing to our systems the stability, reliability and supportability mentioned in the IT section of this report. His skills and knowledge of ORACLE systems has ensured our migration to the new iMIS software will be a success.

Two Administrative Assistants support the work of the National Secretary-Treasurer. This mandate, Sisters Angèle Morin and Julie Larivière fulfilled these roles. Sister Larivière left CUPW in May 2018 to pursue new opportunities working for the federal government. In December 2018, Sister Chantale Beugger joined us in Julie's previous position. The sisters in the secretariat department are true professionals who can always be counted on. Organizing meetings of the NEB, national committees, National Convention as well as performing all the administrative duties for the NST come second nature to them. As I reflect upon my term as NST, I want to acknowledge that I could not have done it without Sister Morin's unwavering support, assistance and historical knowledge of CUPW as an organization. I cannot find the words to personally thank Angèle for her dedication and commitment to CUPW.

Locals with questions or problems concerning dues and rebates are able to count on Sister Maggie Bérubé-Collins to provide answers and solutions. Sister Sandra Figueiredo of the membership department specializes in PSBU membership issues. Also in the membership department are Sisters Jackie Morris and Andréanne Sabourin along with Brother Evan Thornton. These dedicated individuals keep our membership records up-to-date and are always happy to assist Locals in that regard.

The accounting department works very diligently for you. During this term, Sister Carole Blais retired after serving CUPW for 38 years. Sisters Line Denis and Sandra Sullivan in accounts payable ensure our suppliers are paid promptly. They both earn the gratitude of the Officers and Union Representatives by ensuring expense claims are reimbursed quickly and accurately. Sister Sullivan has taken on the responsibility of reviewing Local Annual Financial Statements, providing me with updates on a regular basis.

Sister Sylvie Houle is our Senior Bookkeeper. Her professional abilities are a great asset for the Union and enhance the work done by the DFA. Sylvie looks after our General, Defence and Reserve Funds. I would like to sincerely thank Sylvie for her patience and for taking on additional responsibilities during the periods when the DFA position was vacant.

Brother Mario Cloutier, our Payroll Clerk, makes certain we all receive bi-weekly recognition for our work as well as keeping track of leave credits and usage.

Sister Gail Clement keeps track of the funds in the Union's Education Fund and the Child Care Fund. Gail also provides accounting for the CUPW Building Society, the holder of our real estate assets.

Locals having problems or questions about Union leave billings under 26.06 of the Urban Operations collective agreement or 21.02 of the RSMC contract count on Sister Johanne Toner to assist them. In addition to that work, Johanne assists in other accounting functions when others are away on leave.

As you can perhaps tell, I am very appreciative of this group of individuals who all provide excellent service to the members of CUPW. I believe it is important for delegates to understand the staff required to work on behalf of the CUPW operations funded by their union dues.

It has been an honour and a privilege working with these dedicated individuals, who work very hard on behalf of the membership.

MY PERSONAL JOURNEY

It is my conviction that the Union's politics take place at convention but once elections are over, those elected should be committed to work collectively to the benefit of the membership. It is my hope that the next NEC and NEB will recognize the importance of working together and building relationships based on respect and solidarity.

I do want to express my sincere appreciation to the members of the NEC and to the National Directors for their encouragement and support this mandate. It was instrumental in helping me achieve the success I have had.

I cannot thank my partner Yves Hénault enough for his unconditional love and support.

I would like to thank the members for the privilege of serving the membership. I have learned a great deal and have grown as a person. The achievements made this mandate include reducing operational costs and improved efficiency of administrative processes at all levels of the Union.

The most rewarding moments for me personally have been providing Local Executives Committees and Local Secretary-Treasurers with guidance, processes and documentation to assist in their success in fulfilling their roles and administering Local finances.

Through my journey and experiences, I have learned that the first mandate for any Officer is especially challenging as they discover their role in the Union and their responsibilities under the National Constitution. Despite the many obstacles I have faced during the mandate, I believe I have risen to the challenge and hope I will continue to have your support. In this report, you have seen what has been accomplished. I wish to continue to serve the membership, to improve the Union's operations, to reduce our environmental footprint and strive to find ways to reduce costs where possible. It would be an honour and a privilege to do so.

In solidarity,

Beverly Collins
National Secretary-Treasurer

/akm
cope 225

APPENDIX "A"

CANADIAN UNION OF POSTAL WORKERS BALANCE OF FUNDS			
	General Fund	Defence Fund	Reserve Fund
Balance of funds as of June 30, 2014	\$ -	\$18,462,161	\$12,218,649
Excess of revenue over expenses - 2015 (expenses over revenue)	(1,613,089)	989,167	1,827,669
Transfer from the Reserve and/or Defence fund - 2015	<u>1,613,089</u>	<u>(624,512)</u>	<u>(988,577)</u>
Balance of funds as of June 30, 2015	\$ -	\$18,826,816	\$13,057,741
Excess of revenue over expenses - 2016 (expenses over revenue)	(3,280,612)	4,716,518	1,362,362
Transfer from the Reserve and/or Defence fund - 2016	<u>3,280,612</u>	<u>(2,596,542)</u>	<u>(684,070)</u>
Balance of funds as of June 30, 2016	\$ -	\$20,946,792	\$13,736,033
Excess of revenue over expenses - 2017 (expenses over revenue)	(2,858,642)	4,524,599	1,537,214
Transfer from the Reserve and/or Defence fund - 2017	<u>2,858,642</u>	<u>(2,858,642)</u>	<u>-</u>
Balance of funds as of June 30, 2017	\$ -	\$22,612,749	\$15,273,247
Excess of revenue over expenses - 2018 (expenses over revenue)	(358,325)	4,538,338	354,673
Transfer from the Reserve and/or Defence fund - 2018	<u>358,325</u>	<u>(358,325)</u>	<u>-</u>
Balance of funds as of June 30, 2018	<u>\$ -</u>	<u>\$26,792,762</u>	<u>\$15,627,920</u>

APPENDIX “B”

REVENUES AND EXPENSES – GENERAL FUND

	Actual for year ending June 30, 2013	Actual for year ending June 30, 2014	Actuals for year ending June 30, 2015	Total for three years ending June 30, 2015	Actual for year ending June 30, 2016	Actual for year ending June 30, 2017	Actuals for year ending June 30, 2018	Total for three years ending June 30, 2018
REVENUE								
Per Capital Tax	\$26,800,376	\$26,616,208	\$26,412,160	\$79,828,744	\$23,208,398	\$23,212,866	\$24,075,602	\$70,496,866
Special assessment			\$1,983,659	\$1,983,659	\$0	\$0	\$0	\$0
Investments	-\$45,648	\$502,453	\$504,153	\$960,958	\$298,078	\$525,171	\$171,038	\$994,287
Other	\$139,702	\$183,043	\$126,325	\$449,070	\$179,731	\$125,553	\$503,024	\$808,308
Total Revenue	\$26,894,430	\$27,301,704	\$29,026,297	\$83,222,431	\$23,686,207	\$23,863,590	\$24,749,664	\$72,299,461
EXPENSES								
Administration								
Affiliation fees	\$552,389	\$544,441	\$653,378	\$1,750,208	\$566,562	\$574,995	\$579,904	\$1,721,461
Amortization of capital and intangible assets	\$219,764	\$227,979	\$266,499	\$714,242	\$260,711	\$211,697	\$158,220	\$630,628
Computerization	\$432,671	\$370,255	\$333,389	\$1,136,315	\$279,588	\$268,402	\$359,604	\$907,594
Equipment rental	\$181,578	\$177,361	\$129,243	\$488,182	\$145,258	\$124,842	\$130,836	\$400,936
Equipment repairs and maintenance	\$65,727	\$65,774	\$65,507	\$197,008	\$76,187	\$79,638	\$74,032	\$229,857
General	\$7,542	\$8,388	\$7,769	\$23,699	\$15,085	\$19,936	\$24,457	\$59,478
Insurance	\$23,902	\$26,460	\$26,558	\$76,920	\$26,094	\$28,953	\$20,091	\$75,138
Interest and bank charges	\$4,868	\$4,559	\$5,738	\$15,165	\$6,324	\$7,138	\$4,210	\$17,672
Investment Management Fees	n/a	n/a	n/a	n/a	\$36,854	\$56,732	\$59,009	\$152,595
Library	\$71,911	\$73,246	\$61,950	\$207,107	\$89,712	\$72,398	\$76,025	\$238,135
Losses (gain) on disposal of capital assets	\$0	\$0	\$0	\$0	\$34,976	-\$14,125	\$0	\$20,851
Office rental and maintenance	\$1,513,964	\$1,605,622	\$1,564,144	\$4,683,730	\$1,638,763	\$1,771,463	\$1,691,687	\$5,101,913
Postage	\$228,698	\$319,881	\$327,080	\$875,659	\$342,632	\$333,194	\$234,357	\$910,183
Printing and supplies	\$160,148	\$195,318	\$198,953	\$554,419	\$248,129	\$178,186	\$260,507	\$686,822
Professional fees - audit	\$46,692	\$57,574	\$49,720	\$153,986	\$69,950	\$0	\$56,494	\$126,444
Professional fees - other	\$70,730	\$89,418	\$158,444	\$318,592	\$191,699	\$165,520	\$91,342	\$448,561
Public relations and advertising	\$8,368	\$14,183	\$12,429	\$34,980	\$14,104	\$26,073	\$22,798	\$62,975
Relocation	\$82,907	\$35,655	\$92,497	\$211,059	\$59,806	\$50,734	\$69,630	\$180,170
Telephone, fax and cellular	\$338,392	\$386,594	\$389,845	\$1,114,831	\$445,090	\$415,163	\$418,767	\$1,279,020
T.T.A. accommodation	\$49,613	\$33,630	\$136,450	\$219,693	\$33,965	\$78,394	\$89,519	\$201,878
Total Administration	\$4,059,864	\$4,236,338	\$4,479,593	\$12,775,795	\$4,581,489	\$4,449,333	\$4,421,489	\$13,452,311

	Actual for year ending June 30, 2013	Actual for year ending June 30, 2014	Actuals for year ending June 30, 2015	Total for three years ending June 30, 2015	Actual for year ending June 30, 2016	Actual for year ending June 30, 2017	Actuals for year ending June 30, 2018	Total for three years ending June 30, 2018
Salaries & fringe benefits								
National Officers, Directors and others	\$4,556,279	\$4,734,581	\$5,042,312	\$14,333,172	\$4,963,418	\$4,838,015	\$4,828,498	\$14,629,931
Staff - national and regional offices	\$4,251,191	\$4,177,832	\$4,278,991	\$12,708,014	\$4,172,013	\$4,200,497	\$4,188,725	\$12,561,235
Fringe benefits	\$3,316,207	\$3,352,521	\$3,434,302	\$10,103,030	\$3,501,668	\$3,522,019	\$3,444,508	\$10,468,195
Total Salaries	\$12,123,677	\$12,264,934	\$12,755,605	\$37,144,216	\$12,637,099	\$12,560,531	\$12,461,731	\$37,659,361
Per diem and travel								
National Officers, Directors and Union Representatives	\$943,871	\$885,156	\$782,533	\$2,611,560	\$935,578	\$901,485	\$864,258	\$2,701,321
Automobile expenses	\$79,697	\$72,804	\$60,322	\$212,823	\$69,945	\$45,793	\$64,337	\$180,075
Total per diem and travel	\$1,023,568	\$957,960	\$842,855	\$2,824,383	\$1,005,523	\$947,278	\$928,595	\$2,881,396
Meetings and services								
Appeal Board	\$3,894	\$0	\$0	\$3,894		\$16,253	\$11,759	\$28,012
Arbitration	\$3,111,138	\$3,295,135	\$2,685,051	\$9,091,324	\$2,807,918	\$2,270,602	\$2,403,979	\$7,482,499
Constitutional conference	\$0	\$0	\$768,493	\$768,493	\$0	\$0	\$0	\$0
Convention	\$122	\$0	\$3,673,139	\$3,673,261	\$34,596	\$12,594	\$1,048	\$48,238
Disciplinary committees	\$9,425	\$2,380	\$1,329	\$13,134	\$24,442	\$11,648	\$54,115	\$90,205
Education Seminars	\$232,224	\$89,988	\$113,550	\$435,762	\$295,948	\$212,733	\$270,640	\$779,321
Funding - 7.57	\$594	\$0	\$1,990	\$2,584	\$0	\$0		\$0
Child Care - 7.63	\$15,870	\$11,770	\$48,984	\$76,624	\$18,425	\$22,512	\$12,950	\$53,887
Funding - Women Participation - 7.58	\$21,973	\$12,617	\$25,722	\$60,312	\$10,756	\$5,920	\$25,202	\$41,878
Women's participation accumulated funds - 7.58	\$29,484	\$36,757	\$0	\$66,241	\$62,032	\$33,360	\$72,603	\$167,995
Funding - Equity groups participation - 7.59	\$570	\$6,833	\$1,616	\$9,019	\$2,144	\$5,910	\$12,477	\$20,531
Equity groups participation accumulated funds - 7.59	\$47,200	\$373,338	-\$403	\$420,135		\$91,954	\$9,500	\$101,454
Funding - 11.07 Quebec Women's funding biennial Conference	\$0	\$0	\$13,400	\$13,400	\$0	\$0	\$7,404	\$7,404
Journal	\$106,786	\$118,834	\$97,318	\$322,938	\$150,252	\$13,226	\$2,845	\$166,323
Legal fees	\$1,253,742	\$1,117,391	\$982,130	\$3,353,263	\$685,823	\$616,942	\$531,629	\$1,834,394
Lost wages	\$198,104	\$0	\$0	\$198,104	\$0	\$0		\$0
Members' Short Term Disability Program (STDP)	\$0	\$227,153	\$415,870	\$643,023	\$381,219	\$417,714	\$574,798	\$1,373,731
National Board of Trustees	\$42,865	\$49,649	\$57,064	\$149,578	\$52,657	\$53,008	\$48,993	\$154,658
National Executive Board (NEB) meetings	\$99,387	\$80,708	\$71,440	\$251,535	\$84,377	\$89,651	\$114,644	\$288,672
NEB and Regional Executive Committee meetings	\$54,462	\$48,623	\$0	\$103,085	\$43,788	\$28,896	\$84,304	\$156,988

	Actual for year ending June 30, 2013	Actual for year ending June 30, 2014	Actuals for year ending June 30, 2015	Total for three years ending June 30, 2015	Actual for year ending June 30, 2016	Actual for year ending June 30, 2017	Actuals for year ending June 30, 2018	Total for three years ending June 30, 2018
National Executive Committee meetings	\$34,755	\$36,267	\$31,233	\$102,255	\$57,991	\$32,125	\$16,521	\$106,637
National Health and Safety	\$16,449	\$18,333	\$18,514	\$53,296	\$19,918	\$16,736	\$17,571	\$54,225
National Human Rights Committee	\$184,130	\$143,771	\$207,327	\$535,228	\$230,265	\$216,130	\$216,080	\$662,475
National Organization of Retired Postal Workers	\$0	\$0	\$0	\$0	\$0	\$35,373	\$0	\$35,373
National Presidents' Meeting	\$702,776	\$240,054	\$0	\$942,830	\$239,121	\$466,365	\$0	\$705,486
National Work Measurement	\$22,206	\$20,627	\$17,516	\$60,349	\$22,935	\$26,436	\$26,512	\$75,883
National Women's Committee	\$55,234	\$63,507	\$70,955	\$189,696	\$20,551	\$25,146	\$33,890	\$79,587
Urban Operations and RSMC Negotiations Committees	\$827,181	\$154,696	\$9,852	\$991,729	\$1,624,729	\$1,741,058	\$2,236,658	\$5,602,445
Negotiation - External (PSBU)	\$96,514	\$75,117	\$59,375	\$231,006	\$19,160	\$2,514	\$22,740	\$44,414
Organization - Modern Post	\$503,203	\$0	\$0	\$503,203	\$0	\$0	\$0	\$0
Other	\$9,338	\$61,903	\$71,344	\$142,585	\$57,784	\$39,644	\$43,362	\$140,790
Pre-Negotiation Conference	\$0	\$0	\$876,379	\$876,379	\$8,420	\$938,344	\$0	\$946,764
Referendum Meetings	\$83,572	\$0	\$0	\$83,572	\$0	\$0	\$0	\$0
Referendum vote	\$0	\$0	\$0	\$0	\$110,169	\$100,566	\$63,573	\$274,308
Registration	\$23,165	\$69,517	\$36,540	\$129,222	\$38,732	\$37,410	\$25,928	\$102,070
Save Canada Post Campaign	\$0	\$570,000	\$1,724,715	\$2,294,715	\$1,125,905	\$884,866	\$0	\$2,010,771
Social stewards	\$1,087	\$0	\$0	\$1,087	\$0	\$0	\$0	\$0
Sortation and delivery Value Study - RSMC			\$14,095	\$14,095	\$23,280	\$0	\$0	\$23,280
Trade union and coalition support	\$154,278	\$228,824	\$166,760	\$549,862	\$172,378	\$167,172	\$157,111	\$496,661
Transition Committee	\$12,239	\$0	\$0	\$12,239	\$0	\$0	\$0	\$0
Unionization - Internal	\$61,122	\$367,842	\$300,035	\$728,999	\$316,993	\$132,282	\$197,338	\$646,613
Total meetings and services	\$8,015,089	\$7,521,634	\$12,561,333	\$28,098,056	\$8,742,708	\$8,765,090	\$7,296,174	\$24,803,972
Total Expenses	\$25,222,198	\$24,980,866	\$30,639,386	\$80,842,450	\$26,966,819	\$26,722,232	\$25,107,989	\$78,797,040
Excess of Revenue over Expenses (Expenses over Revenue)	\$1,672,232	\$2,320,838	-\$1,613,089	\$2,379,981	-\$3,280,612	-\$2,858,642	-\$358,325	-\$6,497,579

APPENDIX “C”

STATEMENT OF THE DEFENCE FUND

	Actual for year ending June 30, 2013	Actual for year ending June 30, 2014	Actual for year ending June 30, 2015	Total for three years ending June 30, 2015	Actual for year ending June 30, 2016	Actual for year ending June 30, 2017	Actual for year ending June 30, 2018	Total for three years ending June 30, 2018
REVENUE								
Per capita dues	\$0	\$0	\$657,382	\$657,382	\$4,017,356	\$4,021,410	\$4,164,625	\$12,203,391
Investments	\$442,487	\$1,108,357	\$331,785	\$1,882,629	\$322,698	\$515,295	\$374,424	\$1,212,417
Other	\$0	\$0	\$0	\$0	\$391,464	\$0	\$0	\$391,464
Total Revenue	\$442,487	\$1,108,357	\$989,167	\$2,540,011	\$4,731,518	\$4,536,705	\$4,539,049	\$13,807,272
EXPENSES								
Strike pay	\$2,197	\$525	\$0	\$2,722	\$0	\$0	\$0	\$0
Interest and bank charges	\$2,688	\$182	\$0	\$2,870	\$15,000	\$12,106	\$711	\$27,817
Total Expenditures	\$4,885	\$707	\$0	\$5,592	\$15,000	\$12,106	\$711	\$27,817
Excess of Revenue over Expenses (Expenses over Revenue)	\$437,602	\$1,107,650	\$989,167	\$2,534,419	\$4,716,518	\$4,524,599	\$4,538,338	\$13,779,455

APPENDIX “D”

STATEMENT OF THE RESERVE FUND

	Actual for year ending June 30, 2013	Actual for year ending June 30, 2014	Actual for year ending June 30, 2015	Total for three years ending June 30, 2015	Actual for year ending June 30, 2016	Actual for year ending June 30, 2017	Actual for year ending June 30, 2018	Total for three years ending June 30, 2018
REVENUE								
Per capita dues	\$748,825	\$738,656	\$728,335	\$2,215,816	\$644,911	\$641,302	\$666,349	\$1,952,562
Per capita dues - external organization	\$748,825	\$738,656	\$728,335	\$2,215,816	\$644,911	\$641,302	\$666,349	\$1,952,562
Investments	\$396,413	\$1,156,024	\$440,737	\$1,993,174	\$454,866	\$517,254	\$257,282	\$1,229,402
Total Revenue	\$1,894,063	\$2,633,336	\$1,897,407	\$6,424,806	\$1,744,688	\$1,799,858	\$1,589,980	\$5,134,526
EXPENSES								
Amortization of Capital Assets	\$0	\$0	\$0	\$0	\$0	\$77,694	\$77,694	\$155,388
CLC special assessment	\$0	\$65,177	\$0	\$65,177	\$0	\$0	\$0	\$0
CLC Convention	\$0	\$53,663	\$0	\$53,663	\$0	\$0	\$0	\$0
Delivering Community Campaign	\$0	\$0	\$0	\$0	\$0	\$0	\$31,659	\$31,659
Professional fees	\$0	\$0	\$0	\$0	\$0	\$56,500	\$77,721	\$134,221
Labour movement	\$30,862	\$0	\$0	\$30,862	\$0	\$0	\$0	\$0
Save Canada Post Campaign	\$0	\$359,759	\$0	\$359,759	\$310,000	\$0	\$697,261	\$1,007,261
Organization - external	\$267,410	\$362,136	\$69,738	\$699,284	\$72,326	\$128,450	\$350,972	\$551,748
Total Expenditures	\$298,272	\$840,735	\$69,738	\$1,208,745	\$382,326	\$262,644	\$1,235,307	\$1,880,277
Excess of Revenue over Expenses (Expenses over Revenue)	\$1,595,791	\$1,792,601	\$1,827,669	\$5,216,061	\$1,362,362	\$1,537,214	\$354,673	\$3,254,249

REPORT OF THE NATIONAL GRIEVANCE OFFICER CUPW

Sisters and Brothers:

In accordance with Section 3.04 of our National Constitution I respectfully submit my report to the convention delegates, my first as your National Grievance Officer.

WELCOME TO CONVENTION 2019!

It has been an interesting and enlightening four years in my first term as National Grievance Officer for the Canadian Union of Postal Workers.

The union faced a lot of challenges. We fought to retain “to the door” delivery. Through community mobilization, we succeeded in making home delivery an important election issue that resulted in a change in government and the end of the Harper era.

Then there was a mandate review of Canada Post by the new government, during which the union mobilized to make our voices heard. We worked tirelessly in communities across the country to advance a new vision for Canada Post. It was a vision that would better serve the needs of the country, a vision that approached the challenge of the decline in lettermail revenue as an opportunity, and not as a problem.

Following the review and the release of the Standing Committee on Government Operations and Estimates “OGGO” report, there were commensurate changes in the Board of Directors at Canada Post, including a new Chair and acting CEO that continually sent mixed messages with little substance. The new mantra for the leadership at CPC was mouthing the word “collaboration” but with the majority of those at the top doing everything to avoid engaging with the union in the spirit of real change.

We implored Canada Post to work with the union to address the serious issue of climate change and global warming, by approaching the government together to effect a green transition of the largest vehicle fleet and retail network in Canada and Quebec.

We went through two rounds of bargaining for both the Urban Postal Operations (UPO) and Rural and Suburban Mail Carriers (RSMC) bargaining units with an employer who was, and still is, unwilling to engage in meaningful negotiations. The first round concluded with a short collective agreement, to provide a strategic pause while the union awaited the outcome of the mandate review and engaged in an arbitration process to try and solve the equity issues of the RSMCs.

We won a great victory in the pay equity process while engaged in the second round of negotiations. The employer had to concede we had achieved equity but were still not willing to provide equality between postal workers. We went through months of negotiations in which CPC was disengaged that ended in a strike and then unfair back-to-work legislation. We continued the struggle by challenging the violation of our charter rights in court, and through a complaint to the International Labour Organization (ILO), all the while advancing our demands, under duress, in arbitration.

And that's not all of it!!

And so we arrive at Convention 2019, ready to work together in order to advance our vision for the future, truly understanding the importance of the theme for this gathering "***NO STRUGGLE, NO VICTORY!***"

In order to make this report easier to follow I will organize it by theme rather than chronologically.

The report will reflect my constitutionally mandated responsibilities, including grievance arbitration, consultation, health and safety, negotiations, pensions and benefits and all legal matters mandated by the National Executive Board (NEB). It will also include my role as the national officer designated to oversee the work of the Service Expansion and Innovation and Change Committee and fund, found under Appendix "T".

The 3rd Floor

The National Grievance Department includes the grievance, consultation and health and safety portfolios which is located on the 3rd floor at National Office, along with the Staffing Department.

More than any other department at national office, the work of the two 3rd floor departments is to actively engage with the employer...every day, everywhere and on countless subjects! The Staffing and Grievance Departments work together as our mandates frequently overlap. We assist the regions in carrying out their mandate when requested, and we intervened at national level if needed.

We have hundreds of meetings a year with the employer on issues that matter to the members you represent. We are the transfer point for information from the employer, which we then relay to the rest of the union.

As you review this report, it is important to remember that the consultation, grievance, health and safety and staffing Union Representatives and Officers are the Union's contact point with the employer at the national level.

Negotiations 2015-16

I understand many other officers are going to comment on negotiations but I felt it necessary to share my unique perspective that flows from my constitutionally mandated role.

The constitutional role of the National Grievance Officer in national unit negotiations is to be an automatic member of the committee and to act as the technical advisor. I believe I was the first National Grievance Officer in the history of our union to be involved in two separate contract negotiations for both national bargaining units (Rural and Suburban Mail Services and Urban Operations) in the same term! It was a daunting task.

The first set of negotiations from 2015 to 2016 was long and difficult, but to put my comments on that round of bargaining in context it is necessary to briefly look back in history and review some important events.

In 2011, our urban member's right to strike had been taken away by the Harper government through the passage of Bill C-6, one of the most regressive pieces of labour legislation ever imposed on workers in Canada.

The Bill imposed final offer arbitration as the means to settle the outstanding issues. C-6 also included a set of "guiding principles" (which were anything but principled!) that severely restricted the union's ability to be successful in the final offer arbitration process. Other large federally regulated crown corporations, such as Air Canada, had preceded our union in having their right to strike taken away, had participated in the final offer process, and had lost.

Faced with this grim reality, the CUPW chose to negotiate a collective agreement under duress in which we were forced to accept significant rollbacks. The Union also elected to add a year to the term of the collective agreement imposed by Bill C-6 so that the contract would expire after the 2015 federal election. It was hoped that the Harper government would be defeated and a new government elected that was more sympathetic to the needs of workers.

In 2013, Canada Post introduced the regressive Five Point Action Plan, with measures to alter the mandate of Canada Post. Through the mass mobilization of the Union in the form of the "Save Canada Post" campaign we engaged with allies and communities and made the elimination of "to the door" delivery (one of the measures included in the employer's action plan) an election issue in the October 2015 federal election.

The Harper government was defeated and a Liberal government elected. This new government stopped any further elimination of “to the door” delivery and promised a different relationship with unions and workers.

While the regressive Conservatives were no longer in government, they were certainly not out of Canada Post’s headquarters! The same players that had implemented the disgraceful anti-worker action plan were still running Canada Post and still determined not to undo the rollbacks imposed by the 2011 back-to-work laws.

So, negotiations commenced in late 2015 with the two teams of union negotiators, RSMC and Urban, working as one because the goal was to achieve equity and equality between the two bargaining units. Canada Post began by spinning a tale of doom and gloom, declaring, “*We are a delivery company.*” In doing so, they refused to embrace progressive ideas put forward by the union, such as postal banking and new services, that would benefit Canadians and increase revenue that was being lost through the erosion of lettermail volumes.

There was some good news. In the autumn of 2015, the Supreme Court of Canada had ruled in Saskatchewan Federation of Labour v. Saskatchewan that the right to strike was enshrined in the Canadian Charter of Rights and Freedoms.

Then, in April 2016, and much to our union’s delight, Justice Firestone of the Ontario Superior Court built on the foundation of Saskatchewan Federation of Labour v. Saskatchewan and found that Bill C-6 was unconstitutional, as it violated our members’ Charter rights to freedom of expression and freedom of association and interfered with the collective bargaining process. For example, after the tabling of Bill C-6 the employer hardened its position in bargaining by withdrawing a settlement offer and substituting an inferior offer. Justice Firestone found this action by the employer clearly demonstrated that Bill C-6 had upset the balance of power in negotiations between the parties.

With these two important decisions, the ability of a government to introduce back-to-work legislation and remove workers’ right to strike became much more difficult. The union felt it would not need to worry as much about the spectre of return-to-work legislation. (We found out later that this was certainly not to be the case!)

In spite of these rulings, early in April 2016 the employer made the wrong-headed decision to advise all of their large customers that there was likely going to be a labour dispute and to make contingency plans with other delivery services! Their goal was clear... they were trying to create an artificial economic crisis in Canada Post that would be used later to justify a quick end to a strike if it occurred. Around the same time, the employer also applied to the Minister of Labour for the appointment of a conciliator, thus setting the parties on a countdown to a strike/lockout.

Little progress was made at the negotiation table, despite tireless efforts by your negotiators. The union felt this was because the employer was waiting for the conciliation period to expire so they could lock us out and then wait for the government to end the lockout through the introduction of return-to-work legislation, a strategy that worked very well for them in 2011.

Members of both bargaining units took part in strike votes and on June 26, 2016 overwhelmingly mandated the Union to conduct strike activities whenever it deemed appropriate. Under the Canada Labour Code, this strike mandate would be in effect until August 25, 2016.

Despite the employer's negative approach, the union was of the opinion that the new Liberal government would be very hesitant to impose legislation to end a strike/lockout. The government had been in power for less than a year and had promised to forge a new relationship with labour. Indeed, Justin Trudeau became the first Prime Minister in decades to attend a meeting of the Canada Council of the Canadian Labour Congress, affirming the new positive relationship with workers in this country. (We later learned just how empty his words were.)

Another factor working against the employer was that we were the first large federally regulated workplace that was in negotiations and a strike/lockout would have effects that touched every business and household in the country. This would invalidate the Liberal's new approach to labour.

The trump card was our recent victory in getting C-6 overturned...the bar had been raised very high to justify back-to-work legislation.

We were correct in our assumptions. The conciliation process' cooling off period ended on July 1 and on July 5, 2016, Canada Post gave the union a 72-hour notice that the collective agreements would no longer apply as of July 8, and they would be changing working conditions. The union did not, as was our usual practice, issue strike notices at the same time... we called their bluff. We wanted to demonstrate, as we had from the beginning of negotiations, that we wanted to negotiate collective agreements and that we expected the employer to come to the table and do so.

The government intervened on July 6 and suggested binding arbitration, which Canada Post quickly accepted, and the union quickly refused... we wanted to negotiate, even though it was blatantly obvious that Canada Post did not! The employer extended their 72-hour notice and then withdrew it on July 10... it was clear the "stakeholder" had told them that a labour disruption was not in the cards.

We hoped that negotiations would now be more fruitful but, once again, the employer sat on their hands, being well aware of the expiry of the union's strike mandate on August 25, 2016. Canada Post knew we would almost certainly exercise our mandate and they would then, once again, run to the government to order us back to work.

The union did issue a strike notice on August 25, 2016 and the government appointed special mediator William Kaplan to assist the parties. Mr. Kaplan was able to persuade the parties to achieve two short-term tentative agreements on August 30, 2016.

The agreements were for two years, retroactive to the expiry of the prior agreements. One purpose of the short duration of the agreements was to await the outcome of a mandate review of Canada Post. The other purpose was to allow the employer and the union to deal with the issue of equity for the RSMC's, who had working conditions that were inferior to urban letter carriers who performed essentially the same work.

The parties had agreed to an expedited arbitration process with prescribed procedures and strict timelines to settle the issues of pay equity outside of negotiations. Once the issues of equity were solved, the union could focus on achieving equality for the RSMCs through negotiations and improving the working life of the members of both bargaining units when negotiations resumed in 2017.

To summarize, the pay equity arbitration was an unmitigated success! Our Pay Equity Committee, composed of Nancy Beauchamp, Barb McMillan and Cathy Kennedy, worked with special consultant Paul Durber and Geoff Bickerton, Director of Research and Communications, to develop our case. With support from many others in our union, the Committee worked tirelessly for months and, on September 20, 2018, Arbitrator Maureen Flynn issued a landmark decision that provided RSMCs with significant improvements in pay, benefits and working conditions.

This award was a historic step forward in our long struggle for justice for RSMCs, and the pay equity arbitration process stands as a model and an important example of how issues of pay equity can be dealt with in months, and not years.

During the 2015-2016 round of negotiations, the RSMCs obtained equity but had yet to achieve equality. That was for negotiations in 2017-2018.

I wish to emphasize that both teams of negotiators worked long hours week after week to achieve the results that we realized. We could not have done it without the unwavering support of the membership and for that support we are truly grateful.

Negotiations 2017 – Ongoing

Negotiations for new collective agreements for the Urban Operations and the RSMC bargaining units began in late 2017. The pay equity arbitration for RSMCs was still underway but that did not take away from the reality that there was still issues of equality between RSMC and Urban workers to address.

Of equal importance was the issues facing urban workers. The exponential increase in parcel volumes meant the actual workload for letter carriers was in excess of the measured workload on their routes. These workers faced a totally unacceptable and shameful injury rate that was seven times greater than any other worker in the federal sector.

Maintenance workers faced contracting out and staff reductions, with the employer being reluctant to engage in updating and clarifying the Statement of Qualifications (SOQ), preferring instead to make workers unfairly jump through bureaucratic hoops to move from one function to another.

Workers in the plants faced long hours dealing with the increase in parcel volumes, with little opportunity for rotation of duties. They were also being pressured to do more and more in less time, with the employer constantly trying to blur the lines between Group 1 classifications and impose a “flexible” work force.

We again made all efforts to have the employer negotiate but they refused to advance on even the smallest of issues, despite the Federal Mediation and Conciliation Services (FMCS) assisting the parties from the beginning of negotiations. In early June 2018, the Union agreed to move into a hotel in downtown Ottawa, with the expectation that this process would be taken seriously by CPC. Such was not the case...we did achieve a few demands, such as access to information, but it was a pitifully inadequate effort on the employer’s part considering we were two floors apart in the hotel for months!!

A strike vote was conducted for both units, and we were pleased to be given a strong mandate from the membership of both bargaining units.

Recognizing that negotiations were stalled, the government appointed special mediator Morton Mitchnick. He conducted several mediation sessions that were equally as fruitless and on September 22, 2018 the Union exercised its mandate under the Canada Labour Code and engaged in rotating strikes for over 30 days.

The planning and execution of the rotating strikes in 2018 was one of the finest examples of cooperation on the National Executive Board (NEB) that I witnessed during this mandate. The rotating strikes, along with the ban on overtime was a brilliant strategy that focused on what the workers were facing as Canada Post relied on overtime for much of its labour. The workers were able to tell the employer where to “stick their OT” without fear of reprisals!!

It was also a proud moment for our members because, for the first time in history, the RSMCs walked off the job and defended their demands in a strike action where they stood defiant, proud and strong in the face of the employer, no matter where they worked. Some of the most memorable images I saw during the strike were of one or two RSMCs in small offices holding the line. They were fearless and determined!

Their urban Sisters and Brothers stood with them... for many urban members it was also their first time on a CUPW picket line. They also stood up for their rights with pride and conviction in their purpose. Any fears that the two bargaining units would not support one another proved groundless.

Everyone stuck together and everyone stuck with the plan... we kept the mail to the customers moving, albeit with some delays, as our fight was not with them. We did play havoc with Canada Post's transportation system, which was our goal.

Unfortunately, the Liberal government, despite their earlier promises, broke their word and, in our opinion, the law, by ordering us back to work on November 25, 2018 with unjust legislation in the form of Bill C-89. Canada Post hoodwinked the government (who were quite willing to be hoodwinked) into believing that there was a massive backlog of mail that would take months to clean up, and that constituted a sufficient crisis to violate our charter rights.

The Liberal government declared that Bill C-89 was much different than Bill C-6 as it provided for a fair resolution process with guiding principles that were just. But any way you slice it, it is still back-to-work legislation.

As we did with C-6, we have filed a constitutional challenge stating that the Liberal's back-to-work legislation was unjustified and interfered with collective bargaining. We have ample evidence to prove our case which we consider to have merit and feel that our challenge will be successful.

We have also filed a complaint with the International Labour Organization (ILO). It is important to note that on June 14, 2017, the Government of Canada declared they:

"...had faith in, and respect for, the collective bargaining process, and today has ratified the United Nations' International Labour Organization's (ILO) Convention 98 on the Right to Organise and Collective Bargaining."

So a little over a year later they broke their word. We have filed successful ILO complaints before but this is the first the government has faced a complaint since they signed Convention 98.

We are participating, under duress, in the imposed interest arbitration process before Arbitrator Elizabeth MacPherson. It is going very well. Our witnesses are well prepared, and we are presenting a good case to support our demands. We know how to fight when we must.

The government needs to tell Canada Post to get back to the table and negotiate a collective agreement. The legislation allows for this, and the process of negotiations is the only way for the two parties to resolve long-standing issues.

Appendix “T-1”

This Appendix was first included in the 2016 collective agreement in attempt to foster a more constructive and positive labour-management relationship.

As the purpose clause states, *“The Corporation and Union therefore agree to promote more effective, open and continuous involvement between the parties to enhance communication with the objective of improving labour relations between the parties. To do so, the parties agree to establish a labour-management committee (the “Committee”)”*.

In the Union’s view, the Committee should assist in ensuring that the Union is included in discussions of any potential change to working conditions or benefits from the beginning. The norm has been for Canada Post to create a plan and then seek the Union’s approval, even though they had no input in the plan. This approach leads to conflict and no progress.

The committee can access the assistance of the Federal Mediation and Conciliation Service (FMCS) and the Union requested this from the onset.

I was a member of the committee during this mandate. We did have several meetings in 2017 that included open and frank discussions and the members of the committee worked on solving a few issues. The activity of the committee was suspended in 2018 as the parties focused on negotiations.

iMIS and the Grievance Solution

During this mandate it was recognized that the grievance department’s existing Oracle software that we used to administer our grievance/arbitration system was out of date and no longer able to provide the type of functionality and access that we require.

The problem was not isolated to the grievance department alone. The Union’s entire Information Technology system needed to be updated so in 2017 the NEB adopted a motion to have an independent analysis done of our IT systems and software.

After an extensive assessment process involving staff, National and Regional Officers and Union Representatives, as well as local executives, the NEB decided to contract with a company called ASI to implement a new system called iMIS.

ASI contracted the grievance solution to a company called Bursting Silver. The grievance Union Representatives have been working actively with the IT department and the contractor to implement the new grievance management system.

The work is progressing on schedule and the new system is very impressive. We reviewed the Stage 1 prototype and it features a user-friendly functional interface that is far easier to use than the old system.

Members of the department recently worked with Bursting Silver on a review and another demonstration of the actual system, working out bugs and adding increased functionality.

The work of the department will be far more efficient as the new system will now allow digitized copies of documents to be attached to the file. Anyone accessing a particular grievance will be able to view the supporting evidence, a list of the work performed on the file and when it occurred and assess what needs to be done and when.

There are many more new and helpful features and the system will include processes to make it simpler for members to access real-time information on the progress of their grievance(s) from their own portal.

Digitization and the Grievance Database

For many years the Union has hosted a searchable database of formal arbitration decisions. That piece of software has also reached the end of its functionality and is being replaced by a searchable database in our Laserfiche document storage system. This system will be rolled out along with the iMIS going live in the second half of 2019.

During this mandate the grievance department, with the valuable assistance of staff, have been labelling and organizing hundreds of decisions so they can be scanned into our new Laserfiche database.

Preliminary tests reveal that the Optical Character Reader (OCR) on our printers have no problem scanning even old decisions that are faded. Once these decisions are inputted in the new database we will be able to dramatically expand the search capabilities of the present system, and we anticipate being able to have workers advocates access the database from their own computers anywhere in the country!

Another important initiative we have been working on is the digitization of hundreds of very important historic documents contained in filing blocks in the grievance department at the National Office. These files are in paper form only and trying to find a particular document involves long tedious searches, which is unnecessary in this era.

Once these documents are digitized they can be found and retrieved in seconds, making the work of our department far more efficient and enabling us to better serve the members.

Appendix “T” **Service Expansion and Innovation and Change Committee**

This was my first mandate working on the Appendix “T” file. It was both an exhilarating and frustrating experience.

Very early in the mandate, the employer sought to make the day-to-day functioning of the Appendix “T” working and steering committees completely dysfunctional. This was a prelude to the 2016 round of collective bargaining, where the employer sought (unsuccessfully) to outright cancel the joint fund. As a part of this strategy, the employer abrogated its responsibilities to current and graduating MAM-11 apprentices in the former MAM-11 apprentice program, resulting in the ongoing National Policy Grievance N00-12-00019.

The union adopted a strategy to respond to this attack on Appendix “T” by making large-scale proposals for service expansion throughout the mandate, while also not forgetting the importance of more traditional “contracting-in” type projects. Our approach focused on large-scale service expansion initiatives designed to position Canada Post as a public service that will be a social, delivery and environmental leader for the 21st century.

Yet regardless of the type of idea submitted early in the mandate, we faced an employer (especially under Deepak Chopra) with no mandate to engage in service expansion, no real interest in participating in anything particularly visionary and – frankly – no imagination.

A major issue, from the employer, was also a consistent lack of stable staffing on the employer’s side... in four years, it had four separate labour relations representatives on the Appendix “T” working committee, which I found to be a clear indication of its lack of commitment and ongoing engagement.

Given the barriers discussed above, we proposed many potential projects to the employer – with a focus on new models and locations for corporate retail offerings, new types of delivery services and re-invigorating the “public” part of our public post office to Canadians and Quebecers, through such initiatives as home visits by letter carriers for the elderly and vulnerable. Not accepting the endless “No’s” of the boss, working with members, labour, environmental and other allies, we attempted to flesh out what the big picture ideas in Delivering Community Power would look like if put into practice.

Our persistent persuasion finally bore fruit. The employer’s approach began to change with the release of parameters in the Canada Post review and then Minister Carla Qualtrough’s mandate letter to the acting CEO of Canada Post, Jessica MacDonald, requiring the postal service to engage with its unions. We were able to complete a pilot project on evening delivery of new products. The union and employer are also focused on leveraging the potential of the “last mile” of delivery, which is our presence at the homes and businesses of the real owners of Canada Post.

There is also a stated commitment from the employer to jointly examine, with the union, how postal administrations in other countries are redefining the role of public posts in the face of the decline in letter mail and the increase in parcel volume, while being leaders in addressing climate change. This initiative will involve joint meetings and site visits with representatives from other posts.

In terms of climate change, after four years of requests at the Steering Committee meetings for Canada Post to work jointly with the union on addressing the environment and climate change, the employer finally committed, in late 2018, to work with the union to jointly address environmental issues at Canada Post.

The employer has, at the time of the writing of this paper in spring 2019, hired new staff and consultants and committed resources to develop a framework for change and a plan going forward. This is welcome news for the Union, and everyone in this country, as there are few issues more urgent than addressing climate change, and the condition we leave this planet in for future generations.

With both the largest vehicle fleet and largest retail network, Canada Post should serve as a model of how a large corporate entity can engage with its workers and their representatives in a positive and progressive manner to reverse the harmful effects of climate change.

In conclusion, I am particularly pleased to report that by going around Canada Post’s blockages, we managed to refine ideas and generate new ones as well as build large-scale support for our service expansion proposals.

I wish to thank Lynne Pajot (retired from CUPW in 2018), Christopher Schwartz, Cinthia Heanna and Alan Somaio (who is filling in for Cinthia while on leave) who have worked tirelessly during this mandate on the Working Committee to advance our members' dreams and aspirations. I also want to thank Cathy Kennedy, Geoff Bickerton and Joanne Gomercich for their invaluable contributions on the Steering Committee.

National Consultation

The national consultation portfolio consists of meetings under the following headings:

- Urban Consultation;
- RMSC Consultation;
- Separate Sort from Delivery.

During the period of February 2015 to February 2019 there have been 91 separate national consultations dealing with over 600 items.

The above numbers do not include the numerous local consultations and site visits attended by national representatives. Some of these items include: off site locations during Peak Season, Separate Sort and Delivery Retail pop up sites, Robotic arm, International Small Packet Sorters (ISPS) and the building of new and future depot and plant facilities.

New Technology – Article 29

During this mandate, Canada Post (CPC) has continued to implement new technology that will have significant impacts on staffing levels.

In July 2015 and September 2015, we received notice of CPC's intent to install an Automated Parcel Induction System (ROBI) in Montreal's Leo Blanche Mail Processing Plant. CPC's objective for the implementation of this new technology is to reduce operating costs and to increase efficiency for the parcel side of business. The ROBI was scheduled to be operational by November 2016, but to date it is still not operational and is still undergoing tests. Toshiba is building this new technology specifically for CPC, and it will become a prototype for other postal administrations around the world. The ROBI is a robotic arm that has the ability to unload parcels or containers from pallets and/or monotainers and place them on the IMSS parcel conveyor. The current estimated job loss is four full-time positions but it could be more if additional units are installed.

In June 2017, CUPW received notice of CPC's intention to install new International Small Packet Sorter (ISPS) machines in Gateway West and Burnaby, BC. The installation was completed and in use by the Fall of 2018. The ISPS requires 66,000 square feet of space, has 10 induction stations and approximately 825 trays per sorter. The ISPS has the ability to sort 12,000 packets per hour. We saw a reduction of eleven full-time positions.

In January 2019, we received notice of CPC's intent to install a new Packet Sorter in Montreal (Leo Blanchette). CPC is stating that due to forecasted parcel and packet growth an additional 23,000 pieces per hour of sorting capacity is required in Montreal. The new packet sorter will have some similar functionalities to the International Small Packet Sorter installed in Burnaby, BC and Gateway West but will not process the same product. Installation of this machine will begin in 2019 with a go live target date in the summer of 2020. It will process packets and small parcels at a rate of 27,000 pieces per hour. We have not received the 29.03 b) notice yet and further discussions will take place.

New Delivery Centres and Plants

Canada Post (CPC) informed CUPW in 2018 and 2019 of their intent to build three new delivery centres in Vaughan Ontario, Kitchener Ontario, Burlington Ontario and a new plant in the GTA East Ontario area.

Vaughan, Ontario

CPC plans to build a new 60,000 square foot facility at 655 Creditstone Road in Vaughan, Ontario. The facility will be operational by the Fall of 2019. All letter carrier and RSMC routes from Woodbridge, Maple/Vaughan, Concord and West Beaver Creek (Thornhill) depots (approximately 156 routes) will be consolidated into the new delivery centre.

Burlington, Ontario

CPC plans to build a new 40,000 square foot facility at 1221 Heritage Road in Burlington, Ontario. The facility will be operational by the Fall of 2019. All letter carriers and RSMC routes from Burlington Main and LCD 8 (approximately 108 routes) will be consolidated into the new delivery centre including Combined Urban Services (CUS).

Kitchener, Ontario

CPC plans to build a new 44,000 square foot facility at 640 Trillium Drive in Kitchener, Ontario. The facility will be operational by the Fall of 2019. All three existing depots will be consolidated into the new location. As a result of the consolidation, CPC will motorize all foot routes. However, there will remain a requirement for shuttle drivers to transport parcels, mail and equipment between the new facility and the existing motorized service courier (MSC) hub.

GTA East Parcel Sorting Plant

On February 11 2019, we received a phone call from CPC informing us that CPC will be building a new parcel sorting plant in northeast Scarborough. The new GTA East plant will be built on a 41.5-acre property. According to CPC, Gateway will continue to be a major hub. We have not yet received written notice or any other information.

300 Courtneypark Drive, Mississauga, Ontario

In September 2018, Canada Post informed the Union of their intent to create a temporary off-site parcel sortation facility at 300 Courtneypark Drive in Mississauga. In late April 2019 they advised us that they will be extending the lease on this facility by five years and redistributing equipment between Gateway, the Hamilton Mail Processing Plant and 300 Courtneypark.

Burnaby, BC

In order to accommodate the new International Small Packet Sorter, Canada Post had to lease a new facility in Burnaby, BC.

Separate Sort from Delivery (SSD)

In March 2017, Canada Post (CPC) provided notice of their intent to implement Separate Sortation from Delivery (SSD). SSD is the transferring of manual sortation of short and long (S/L) and oversize mail (O/S) (work currently being performed by Letter Carriers) to Night Routers within the Group 2 classification. CPC stated that Night Routers would also be responsible for tying out mail and preparing mail not intended for delivery such as redirects, missorts, and return to sender items. CPC's rationale for this change was they did not have enough square footage in these depots to accommodate the increase in parcels volumes.

The first locations CPC planned to implement SSD was Laval West in Montreal and Ottawa Station "C". After pointed discussions with CPC over this new initiative, we were able to prevent SSD in Ottawa Station "C", but the compromise was instituting two waves instead of one. We were unable to get CPC to budge from implementing SSD in Laval West no matter how many alternatives we provided. We were successful in convincing CPC to keep the positions on days. CPC proceeded unilaterally with strong opposition from CUPW. A national grievance was filed September 18, 2017. In October 2017, we received another notice that CPC was once again going to implement SSD in more locations. CPC unilaterally implemented SSD in Wicksteed Facility (Greater Toronto Area) and the North Fraser Delivery Depot (Burnaby, British Columbia).

On January 9, 2019, CPC once again informed us of their proposed plan to implement SSD in 37 depots in 16 locations throughout 2019. We had consultations with CPC, providing input into alternatives to the implementation of SSD, based on information from affected regions and locals.

Union Representatives from the National Grievance and Staffing Departments worked with the locals involved to challenge the employer's volume and space estimates, and provided alternative solutions. We are very pleased to report that the employer cancelled all planned SSD expansion for 2019, but this fight is not over.

Corporate Initiatives

Over the past mandate, CPC has implemented numerous corporate initiatives and pilot projects such as:

- Peak Season off site locations;
- Peak Season Retail pop up sites;
- Phasing in of A62 frames for RSMC;
- Safe Drop pilot;
- Scan to Vehicle;
- Cannabis Market Solutions;
- Direct Depot Induction;
- RSMC New Parcel Delivery;
- Mailing of Tobacco and Vaping Products.

Consultation with the employer allows discussion to take place and is instrumental in gathering information, providing the union's input, opposition, addressing any adverse effects as well as to correct or resolve any issues.

The right to meaningful consultation is enshrined in our collective agreement under Article 8 and should be taken very seriously as it plays an important part in the grievance procedure. We must continue to use every tool and avenue we possess to fight back against the employer's attacks on our rights at all levels of the union.

Health and Safety

Once again, during the last negotiations, CPC showed it is much more concerned with its financial situation than with resolving health and safety issues. Its actions and stubbornness in continually wanting to impose a work method that increases the risk of injury is another example of its short-sighted vision for a safe and healthy workplace. Moreover, the Corporation continues to blame workers for injuries.

For its part, CUPW continued to fight for the welfare of its members and to ensure that the workplace is adapted for members rather than members adapting to the workplace. Unfortunately, there is still much work ahead of us to make the employer understand that its contempt for workers' rights will not accomplish anything, and that it should meet its contractual obligations instead of constantly trying to shirk its responsibilities.

High-visibility vests

This new item of clothing for our members doing delivery work attracted a lot of attention. The high-visibility vest initiative was imposed across the country following an accident in Western Canada where a brother was struck by a car while getting out of a Canada Post vehicle. After that incident, Employment and Social Development Canada (ESDC) served CPC with an Assurance of Voluntary Compliance. In January 2015, CPC responded to ESDC that they would require all delivery workers across the country to wear high-visibility vests.

Initially, the Corporation did not enforce this practice very strenuously, but in late 2017, another letter carrier in the eastern part of the country was struck by a car while delivering on a foot route. Following this, the Corporation changed the policy unilaterally and imposed a stricter requirement to wear the high-visibility vest.

As soon as CPC was served with the Assurance of Voluntary Compliance, the National Uniform Committee looked into modifying the uniform items to avoid having to wear the high-visibility vest over our Canada Post uniform.

The short-sleeve golf shirts appeared in the spring of 2018, and high-visibility parkas are scheduled to be tested at the end of March 2019 in the colder parts of the country.

Following these changes to the uniform, the Corporation informed us that it would review the overall design of the high-visibility uniform.

Violence in the workplace

The numbers reported by Canada Post indicate that from 2015 to 2017, incidents of violence in the workplace were fairly stable, with between 180 and 206 incidents, but doubled in 2018 to 418 incidents of workplace violence, including 312 involving CUPW members. Out of these 418 incidents, there were 163 in Ontario, 36 in Quebec, 32 in the Maritimes, 73 in the Prairies and 72 in the Pacific. These incidents involved 189 men and 173 women.

Bill C-65 proposing changes to the *Canada Labour Code* provisions on violence in the workplace

Bill C-65 was introduced at first reading in the House of Commons in November 2017 and was given royal assent in October 2018.

During this process, CUPW played an active role in the deliberations by filing a brief with our government representatives and taking part in the various sub-committee discussions to ensure our members' interests were given priority.

Health and Safety Representatives (HSRs)

In offices with fewer than twenty (20) workers, health and safety issues are dealt with by Health and Safety Representatives (HSRs). In those offices, CUPW members may have to work with members of the Association of Postal Officials of Canada (APOC) or with members of the Canadian Postmasters and Assistants Association (CPAA).

In offices with APOC members, CUPW members interested in serving as a health and safety representative are automatically elected.

In offices with CPAA members, the unions agreed on an election process in 2009.

Health and safety representatives are elected for a two-year term.

In June 2018, more than 50 offices took part in the health and safety representative election process. CUPW representatives were elected in nearly half of these offices.

The Union must be more involved in offices where our members work. The National Health and Safety Committee will have to find a way to communicate with our members and encourage them to become health and safety representatives in the offices where there are fewer than twenty (20) workers.

Appendix "DD"

Appendix "DD" training for both members of Local Joint Health and Safety Committees (LJHSC) and workers has continued since the May 2015 Convention. During the past term, more specifically in February 2016 and February 2018, we trained brothers and sisters to become facilitators for new members of LJHSCs. During the same period, more specifically in October 2016 and May 2017, we trained brothers and sisters to become Appendix "DD" facilitators. At the time of writing this report, training in both French and English is scheduled for April 2019 in Montreal. We will be training facilitators for future training to be given to CUPW members who sit on LJHSCs.

In 2018, nearly 3,000 members received Appendix “DD” training. In 2018, 163 retail sales workers received the training in Module 5, compared to none in 2017. However, CPC informed us that Modules 1 and 2, which are required with Module 5, will be given later in 2019.

Issues pertaining to Groups 3 and 4

In July 2017, the Corporation made new uniforms available to workers in many Group 3 or 4 positions and classifications. This followed Canada Post’s electrical system safety program initiative, which CUPW and CPC had been discussing since December 2012, and a successful trial process that involved over 30 members, which ended in October 2016.

Moreover, in March 2016, prescription safety glasses were made available for these members.

Legalization of cannabis

Cannabis became legal in Canada on October 17, 2018. Federal sector employers saw this as an opportunity to introduce random testing to determine if workers were performing their duties under the influence of substances. In government sub-committee discussions on the issue, CUPW joined the Canadian Labour Congress (CLC) and federal sector unions to remind employer officials that such testing is an invasion of privacy and a violation of the *Canadian Charter of Rights and Freedoms*. Several Supreme Court decisions support our arguments.

Fentanyl

At the end of 2016, the Fentanyl overdose crisis had become widely publicized throughout the country, after causing deaths among illegal drug users in Western Canada. As a result, CUPW began discussions with CPC to determine the potential risks associated with this substance in the workplace and implement procedures to address cases of accidental spills of Fentanyl on mail handling equipment or in working areas.

Although procedures were in place for Suspected Biohazard Incidents, at our March 2017 NJHSC meeting, we brought in an occupational hygienist who had worked as an advisor with Health Canada and the RCMP to explain to us the possible dangers associated with accidental contact with Fentanyl.

This expert explained that Fentanyl does not remain suspended in the air. In case of contact with skin, quickly rinsing with water is sufficient to eliminate risks, provided there are no cuts on the skin.

That same year, CUPW asked the Corporation to make Naloxone available in all of the Corporation's facilities. Naloxone is an effective antidote to Fentanyl. The Corporation responded by implementing Naloxone kits in large sortation plants across the country. First aid responders in these facilities also received training on how to handle and administer the antidote.

That being said, we must remain very vigilant, and, in the event of a spill, immediately implement the CMS procedures and inform first aid responders and public safety.

Short Term Disability Program

The Short Term Disability Program (STDP) program appeal system has some flaws that we have been addressing. We are also working to address issues of procedural fairness that are arising from employer interference. We have demands in bargaining to address some of these issues, and we will need to consult to fix the rest.

The majority of appeals that we are dealing with involve mental health issues. We are about to expand the physician roster but we need more psychiatrists and more women, preferably bilingual.

A review of the costs will need to be made in the next mandate. They are growing annually.

Grievances

Grievances Referred to Arbitration

Please refer to Appendix A for a list of grievances by year.

Grievances referred to arbitration have declined between 2014 and 2018 by 20 percent. The monthly average of grievances filed during the same period has fallen in all but two regions.

We did notice that the quality of grievances has improved due to the higher rate of non-referrals. We also attribute some of the reduction to an initiative in one region to not refer multiple grievances on the same subject, but to consolidate the grievances into one, refer that one, and not refer the remainder.

Arbitration Costs

Please refer to Appendix B for a list of arbitration and other costs by year.

Costs for arbitration have decreased during this mandate, but even when they were at the highest when I assumed my role in 2015, they were much lower than the levels that existed in 2008 when I became a Regional Grievance Officer. Some work had been done between 2008 and 2015 to address the excessive spending on legal costs.

Except for grossly excessive amounts being billed by one arbitrator in the Atlantic Region (we are in the process of dealing with this issue), total costs for all arbitration related expenses for the entire union would have fallen to just under \$2 million in 2017-2018 and \$1.7 million by year end 2019. This is the lowest amount for grievance arbitration we have seen in over ten years!

This is directly attributable to the hard work of representatives and advocates across the country who have reduced the use of lawyers. There is still more work to be done.

Backlogs

Please refer to Appendix C for a list of grievances filed by collective agreement, for both the RSMC and Urban units.

Early in the mandate I visited some regional and local offices, along with the Union Representative assigned to that area, and discussed ways to reduce grievance backlogs. We reviewed the number of grievances, how long they had been in the system and the issues associated with them. We also checked to see if they were being held in abeyance in error.

The majority of regions responded by tackling the backlogs, and an examination of the above chart shows the grievance numbers are quite low where work was done to address backlogs.

2011 Grievance Settlement

In August 2018, CPC offered to settle all of the grievances that had been filed in response to the employer changing working conditions in 2011 prior to the strike/lockout. We had won our grievance on this matter in front of Arbitrator Bergeron but the employer had appealed the decision to the Superior Court.

The Firestone decision in our constitutional challenge of Bill C-6 resulted in Bill C-6 being quashed. The unfortunate side effect of this was it created a situation where the collective agreement was no longer in force during the strike/lockout period. This meant that Arbitrator Bergeron's decision was no longer in effect, as it was based on judgements concerning the effects of C-6.

Members were left unable to accumulate annual and sick leave credits for June 2011, along with numerous other negative outcomes. CPC had undeservedly benefitted a great deal from a decision that should have been a great victory for workers, and everyone told them that every time we met.

I believe our message worked because, even though they were under no legal requirement to do so (just a moral one) they suddenly agreed to compensate all of the grievors.

Members will remember they received some initial payments late last year for blanket benefits that almost everyone failed to receive, such as annual leave credits.

The hard work being done now is for individual cases. The UR's have been working long hours to identify issues in each of the thousand grievances and to calculate the compensation and moral damages.

Another payment for more issues is being planned soon. Some issues, such as the interest to be paid, will need to go back in front of the arbitrator.

Thank you

I need to acknowledge the contributions of the many people who were with me, and there for me, on my journey.

Thanks to all of the Union Representatives in my department...in office location order...Rona Eckert, Carl Girouard, Chris Pleasants, Cathy Kennedy, Marc Roussel and Joanne Gomercich. A special thank you to Alternate Union Representative Coleen Jones for filling in for Sister Kennedy while she was assigned to the negotiations and pay equity committees! All of you do amazing work every day and make such a difference to the people we represent. I know that negotiations and other NEB duties necessitated long absences from the office, and I truly appreciate your patience and extra work in holding down the fort when I was required to be away from the office.

Rona, Carl and Chris deserve recognition for onboarding the others and myself in our first term at national office... you were patient and giving of your knowledge as we learned the ropes.

I want to thank all of the staff from the bottom of my heart... officers and UR's come and go but you remain and ensure the organization functions, working patiently and professionally. Your experience and institutional knowledge is invaluable. We had a bit of turnover in the department. Carole Marcotte, Vanessa Murenzi, Ariane Michaud-Soucy, Natacha Gascon and term employee, Melissa Wright are the Sisters who are there now.

I do need to thank Lise Hogue who was my Administrative Assistant for quite a while in this mandate and helped me more than she knows. She returned to her former position in the Staffing Department, where she had worked previously for over a decade, and they are fortunate to have her. I also want to recognize Candice O'Connell who went to a well-deserved retirement after I arrived.

Finally I want to sincerely thank my partner Brigitte who understands my passion for this work and encourages me every day!

Closing Thoughts

As I stated at the beginning of this report, this mandate was a very challenging period, requiring cooperation at all levels of the union to address what we faced. I was impressed with the commitment of the membership through two periods of collective bargaining and adverse working conditions. I was equally as impressed with the gains made in collective agreements with our private sector bargaining units.

In my role on the National Executive Committee and the National Executive Board I came to understand the wisdom in the construction of the Constitution in having groups of people making decisions democratically and ensuring a balance of power. Ours is a union that is not lead from the top, and I am proud of that reality. It taught me to seek common ground in order to achieve consensus so that as an organization we can better serve our members.

I am proud of our union's historic attention to social issues here and around the world. While some of our members question our international solidarity work I fully recognize and support its importance. Workers around the world share the same challenges because many of the bosses are the same in this era of globalization. During this mandate, the NEB carefully considered the selection of participants to fulfill the goals of the work to be done.

We have amazing advocates out there who represent workers in assorted roles, such as negotiations, consultations, grievance arbitration, workers' compensation appeals, short and long term disability appeals, health and safety committees, human rights committees and assisting workers as social stewards.

We need to ensure they continue to have the tools and resources to do their work effectively. Concentrating on training at the local level through one-day educations is, in my opinion, an effective way to provide education to our advocates on subjects that matter.

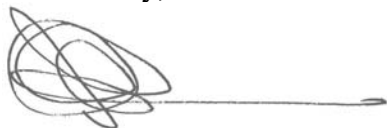
Now that I have been in my position for four years, I feel there are opportunities for National Union Representatives and the National Grievance Officer to act as counsel on some national grievances. My role in negotiations for several months prevented me from making that commitment. Once we secure new collective agreements there will be more time in the next mandate to do this work.

There were many new faces on the National Executive Board but I believe it functioned well. We were presented with challenges and turned them into opportunities. We also took on some tough and long-standing internal political issues that needed to be addressed and we navigated our way through them professionally. I always strove to do what was best for the membership and left politics at the door.

In closing I hope that I can again depend on your support as I am re-offering as National Grievance Officer. This is an unfinished journey for me and there is still much to do... I am reminded of the words of Robert Frost in his poem entitled "Stopping by Woods on a Snowy Evening":

*"The woods are lovely, dark and deep,
But I have promises to keep,
And miles to go before I sleep,
And miles to go before I sleep."*

In solidarity,

A handwritten signature in dark ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Peter Denley
National Grievance Officer

GRIEVANCES REFERRED TO ARBITRATION
GRIEFS RENVOYÉS À L'ARBITRAGE

Report Date / Date du rapport : 15-APR-2019 12:35

Coll. Agr./Conv. Coll : ALL

Regions Régions													2019		2019	
													First Half		Second Half	
													Première semestre		Deuxième semestre	
	2014		2015		2016		2017		2018		2019		Monthly Average Moyenne		Monthly Average Moyenne	
Total	Mensuelle	Total	Mensuelle	Total	Mensuelle	Total	Mensuelle	Total	Mensuelle	Total	Mensuelle	Total	Mensuelle	Total	Mensuelle	
NATIONAL	7	1	5	0	12	1	3	0	5	0	4	0	4	1		
ATLANTIC	945	79	1106	92	1241	103	1265	105	1249	104	381	0	381	95		
QUÉBEC	1030	86	937	78	956	80	728	61	714	60	1997	0	1997	499		
MONTRÉAL-MÉTRO	1515	126	1396	116	1124	94	1204	100	1006	84	598	0	598	150		
CENTRAL	684	57	560	47	572	48	582	49	469	39	214	0	214	54		
ONTARIO	3234	270	2807	234	3261	272	3379	282	2516	210	460	0	460	115		
METRO-TORONTO	2232	186	3093	258	1745	145	2575	215	1963	164	265	0	265	66		
PRAIRIE	2249	187	1692	141	1499	125	1392	116	1713	143	582	0	582	146		
PACIFIC	1126	94	1033	86	1023	85	1155	96	1411	118	273	0	273	68		
TOTAL	13022	1085	12629	1052	11433	953	12283	1024	11046	921	4774	0	4774	1194	0	

CUPW-STTP**July 2015 to March 2019 / juillet 2015 à mars 2019**

Région - Region	Frais d'arbitrage / Arbitrator Costs 4400-110	Frais d'annulation / Cancellation fees 4401-110	Frais juridiques / Legal Fees 5300-110	TOTAL	Frais légaux B.R.P. / Legal Fees - W.C.B. 5315	C.C.R.T. / C.L.R.B. 5305	TOTAL	GRAND TOTAL
National	\$272,078.66	\$66,359.03	\$906,234.77	\$1,244,672.46	\$0.00	\$3,402.15	\$3,402.15	\$1,248,074.61
Atlantique / Atlantic	\$956,468.08	\$47,850.62	\$143,179.16	\$1,147,497.86	\$0.00	\$40,276.52	\$40,276.52	\$1,187,774.38
Québec / Québec	\$103,794.76	\$206,196.04	\$156,910.63	\$466,901.43	\$112,265.14	\$21,845.22	\$134,110.36	\$601,011.79
Montréal métropolitain / Metro-Montréal	\$266,742.57	\$243,767.21	\$305,817.56	\$816,327.34	\$50,679.42	\$7,191.53	\$57,870.95	\$874,198.29
Centre / Central	\$220,095.26	\$51,829.65	\$203,524.19	\$475,449.10	\$100,964.64	\$10,847.02	\$111,811.66	\$587,260.76
Ontario / Ontario	\$552,398.26	\$221,648.94	\$758,654.42	\$1,532,701.62	\$86,966.16	\$0.00	\$86,966.16	\$1,619,667.78
Toronto métropolitain / Metro-Toronto	\$246,142.48	\$148,558.81	\$418,743.50	\$813,444.79	\$21,889.47	\$54,806.91	\$76,696.38	\$890,141.17
Prairies / Prairie	\$599,706.73	\$261,585.31	\$0.00	\$861,292.04	\$0.00	\$2,000.00	\$2,000.00	\$863,292.04
Pacifique / Pacific	\$469,597.85	\$196,118.07	\$246,945.43	\$912,661.35	\$117,566.13	\$5,398.31	\$122,964.44	\$1,035,625.79
TOTAL	\$3,687,024.65	\$1,443,913.68	\$3,140,009.66	\$8,270,947.99	\$490,330.96	\$145,767.66	\$636,098.62	\$8,907,046.61

CUPW-STTP**As at March 31, 2019 / au 31 mars 2019**

Région - Region	Frais d'arbitrage / Arbitrator Costs 4400-110	Frais d'annulation / Cancellation fees 4401-110	Frais juridiques / Legal Fees 5300-110	TOTAL	Frais légaux B.R.P. / Legal Fees - W.C.B. 5315	C.C.R.T. / C.L.R.B. 5305	TOTAL	GRAND TOTAL
National	\$18,775.62	\$15,369.82	\$50,550.70	\$84,696.14	\$0.00	\$0.00	\$0.00	\$84,696.14
Atlantique / Atlantic	\$102,098.13	\$12,626.12	\$22,891.13	\$137,615.38	\$0.00	\$0.00	\$0.00	\$137,615.38
Québec / Québec	\$15,712.05	\$45,969.84	\$71,255.61	\$132,937.50	\$41,208.89	\$3,916.33	\$45,125.22	\$178,062.72
Montréal métropolitain / Metro-Montréal	\$41,913.15	\$44,074.27	\$55,415.19	\$141,402.61	\$6,049.54	\$0.00	\$6,049.54	\$147,452.15
Centre / Central	\$34,811.93	\$12,527.50	\$51,496.48	\$98,835.91	\$3,892.33	\$0.00	\$3,892.33	\$102,728.24
Ontario / Ontario	\$115,042.63	\$58,082.00	\$134,436.66	\$307,561.29	\$10,264.35	\$0.00	\$10,264.35	\$317,825.64
Toronto métropolitain / Metro-Toronto	\$37,035.10	\$30,962.00	\$77,903.66	\$145,900.76	\$0.00	\$2,190.93	\$2,190.93	\$148,091.69
Prairies / Prairie	\$73,526.82	\$55,164.14	\$0.00	\$128,690.96	\$0.00	\$0.00	\$0.00	\$128,690.96
Pacifique / Pacific	\$52,544.33	\$41,820.74	\$85,011.80	\$179,376.87	\$25,769.33	\$0.00	\$25,769.33	\$205,146.20
TOTAL	\$491,459.76	\$316,596.43	\$548,961.23	\$1,357,017.42	\$87,184.44	\$6,107.26	\$93,291.70	\$1,450,309.12

CUPW-STTP**As at June 30, 2018 / au 30 juin 2018**

Région - Region	Frais d'arbitrage / Arbitrator Costs 4400-110	Frais d'annulation / Cancellation fees 4401-110	Frais juridiques / Legal Fees 5300-110	TOTAL	Frais légaux B.R.P. / Legal Fees - W.C.B. 5315	C.C.R.T. / C.L.R.B. 5305	TOTAL	GRAND TOTAL
National	\$71,738.12	\$11,527.52	\$317,576.26	\$400,841.90	\$0.00	\$0.00	\$0.00	\$400,841.90
Atlantique / Atlantic	\$244,169.80	\$12,948.85	\$7,547.97	\$264,666.62	\$0.00	\$23,123.04	\$23,123.04	\$287,789.66
Québec / Québec	\$37,919.61	\$51,807.67	\$38,115.30	\$127,842.58	\$40,945.11	\$5,686.80	\$46,631.91	\$174,474.49
Montréal métropolitain / Metro-Montréal	\$54,715.16	\$76,173.84	\$43,843.12	\$174,732.12	\$10,619.31	\$0.00	\$10,619.31	\$185,351.43
Centre / Central	\$49,158.42	\$22,002.21	\$89,990.23	\$161,150.86	\$42,328.39	\$0.00	\$42,328.39	\$203,479.25
Ontario / Ontario	\$130,707.15	\$40,504.29	\$220,457.92	\$391,669.36	\$16,637.55	\$0.00	\$16,637.55	\$408,306.91
Toronto métropolitain / Metro-Toronto	\$62,968.30	\$37,374.75	\$89,297.37	\$189,640.42	\$0.00	\$9,060.59	\$9,060.59	\$198,701.01
Prairies / Prairie	\$169,171.24	\$77,947.36	\$0.00	\$247,118.60	\$0.00	\$0.00	\$0.00	\$247,118.60
Pacifique / Pacific	\$145,354.11	\$43,890.58	\$89,147.43	\$278,392.12	\$7,134.62	\$1,208.94	\$8,343.56	\$286,735.68
TOTAL	\$965,901.91	\$374,177.07	\$895,975.60	\$2,236,054.58	\$117,664.98	\$39,079.37	\$156,744.35	\$2,392,798.93

CUPW-STTP**As at June 30, 2017 / au 30 juin 2017**

Région - Region	Frais d'arbitrage / Arbitrator Costs 4400-110	Frais d'annulation / Cancellation fees 4401-110	Frais juridiques / Legal Fees 5300-110	TOTAL	Frais légaux B.R.P. / Legal Fees - W.C.B. 5315	C.C.R.T. / C.L.R.B. 5305	TOTAL	GRAND TOTAL
National	\$70,805.88	\$10,894.30	\$119,721.85	\$201,422.03	\$0.00	\$3,402.15	\$3,402.15	\$204,824.18
Atlantique / Atlantic	\$318,875.98	\$8,797.50	\$43,833.70	\$371,507.18	\$0.00	\$9,612.72	\$9,612.72	\$381,119.90
Québec / Québec	\$33,445.94	\$57,993.40	\$35,654.64	\$127,093.98	\$22,161.68	\$9,913.90	\$32,075.58	\$159,169.56
Montréal métropolitain / Metro-Montréal	\$48,435.01	\$60,578.92	\$90,893.16	\$199,907.09	\$11,986.61	\$4,989.47	\$16,976.08	\$216,883.17
Centre / Central	\$70,504.41	\$4,073.29	\$18,680.82	\$93,258.52	\$29,262.55	\$3,943.36	\$33,205.91	\$126,464.43
Ontario / Ontario	\$145,157.51	\$54,906.70	\$219,493.28	\$419,557.49	\$50,874.26	\$0.00	\$50,874.26	\$470,431.75
Toronto métropolitain / Metro-Toronto	\$75,160.07	\$39,943.21	\$129,939.33	\$245,042.61	\$6,709.92	\$33,324.25	\$40,034.17	\$285,076.78
Prairies / Prairie	\$152,582.76	\$59,879.66	\$0.00	\$212,462.42	\$0.00	\$0.00	\$0.00	\$212,462.42
Pacifique / Pacific	\$135,659.95	\$56,002.85	\$50,224.45	\$241,887.25	\$25,056.21	\$0.00	\$25,056.21	\$266,943.46
TOTAL	\$1,050,627.51	\$353,069.83	\$708,441.23	\$2,112,138.57	\$146,051.23	\$65,185.85	\$211,237.08	\$2,323,375.65

CUPW-STTP

As at June 30, 2016 / au 30 juin 2016

Région - Region	Frais d'arbitrage / Arbitrator Costs 4400-110	Frais d'annulation / Cancellation fees 4401-110	Frais juridiques / Legal Fees 5300-110	TOTAL	Frais légaux B.R.P. / Legal Fees - W.C.B. 5315	C.C.R.T. / C.L.R.B. 5305	TOTAL	GRAND TOTAL
National	\$110,759.04	\$28,567.39	\$418,385.96	\$557,712.39	\$0.00	\$0.00	\$0.00	\$557,712.39
Atlantique / Atlantic	\$291,324.17	\$13,478.15	\$68,906.36	\$373,708.68	\$0.00	\$7,540.76	\$7,540.76	\$381,249.44
Québec / Québec	\$16,717.16	\$50,425.13	\$11,885.08	\$79,027.37	\$7,949.46	\$2,328.19	\$10,277.65	\$89,305.02
Montréal métropolitain / Metro-Montréal	\$121,679.25	\$62,940.18	\$115,666.09	\$300,285.52	\$22,023.96	\$2,202.06	\$24,226.02	\$324,511.54
Centre / Central	\$65,620.50	\$13,226.65	\$43,356.66	\$122,203.81	\$25,481.37	\$6,903.66	\$32,385.03	\$154,588.84
Ontario / Ontario	\$161,490.97	\$68,155.95	\$184,266.56	\$413,913.48	\$9,190.00	\$0.00	\$9,190.00	\$423,103.48
Toronto métropolitain / Metro-Toronto	\$70,979.01	\$40,278.85	\$121,603.14	\$232,861.00	\$15,179.55	\$10,231.14	\$25,410.69	\$258,271.69
Prairies / Prairie	\$204,425.91	\$68,594.15	\$0.00	\$273,020.06	\$0.00	\$2,000.00	\$2,000.00	\$275,020.06
Pacifique / Pacific	\$136,039.46	\$54,403.90	\$22,561.75	\$213,005.11	\$59,605.97	\$4,189.37	\$63,795.34	\$276,800.45
TOTAL	\$1,179,035.47	\$400,070.35	\$986,631.60	\$2,565,737.42	\$139,430.31	\$35,395.18	\$174,825.49	\$2,740,562.91

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:04
 Coll. Agr./Conv. Coll. : STTP/CUPW
 CA Year/Année de la conv. coll. : 16
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	150	254	0	79	645	768	317	490	2703
Article 9.82/Article 9.82	0	1	10	0	1	4	8	1	9	34
Other Abeyance/Autre en suspens	0	0	1	8	0	0	0	0	3	12
Total Abeyance/Total en suspens	0	151	265	8	80	649	776	318	502	2749
Percent Abeyance/Pourcentage de griefs en suspens	0%	7%	25%	0%	10%	13%	20%	11%	23%	14%
Other Active/Autre actif	7	1943	209	1226	458	3597	1954	1916	1061	12371
Total Active/Total de griefs actifs	7	2094	474	1234	538	4246	2730	2234	1563	15120
Percent Active/Pourcentage de griefs actifs	100%	97%	45%	56%	70%	85%	69%	80%	73%	75%
Decision/Décision	0	6	0	1	8	36	8	10	129	198
Withdrawn/Retiré	0	3	261	306	48	130	372	8	40	1168
Settled/Réglé	0	51	313	670	174	586	825	546	411	3576
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	0	60	574	977	230	752	1205	564	580	4942
Percent Closed/Pourcentage de griefs fermés	0%	3%	55%	44%	30%	15%	31%	20%	27%	25%
Total for report/Total pour rapport	7	2154	1048	2211	768	4998	3935	2798	2143	20062

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:02
 Coll. Agr./Conv. Coll. : STTP/CUPW
 CA Year/Année de la conv. coll. : 12
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	27	27	1	8	53	103	42	20	281
Article 9.82/Article 9.82	0	5	114	33	1	27	20	15	76	291
Other Abeyance/Autre en suspens	0	0	1	6	0	0	0	0	0	7
Total Abeyance/Total en suspens	0	32	142	40	9	80	123	57	96	579
Percent Abeyance/Pourcentage de griefs en suspens	0%	1%	4%	1%	0%	1%	1%	1%	2%	1%
Other Active/Autre actif	9	1887	125	293	212	1967	1933	1163	139	7728
Total Active/Total de griefs actifs	9	1919	267	333	221	2047	2056	1220	235	8307
Percent Active/Pourcentage de griefs actifs	33%	49%	7%	7%	9%	17%	24%	20%	6%	18%
Decision/Décision	5	207	74	69	144	254	52	96	575	1476
Withdrawn/Retiré	9	27	1101	1225	302	1435	1620	10	214	5943
Settled/Réglé	4	1789	2234	3437	1679	8033	5013	4789	3172	30150
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	18	2023	3409	4731	2125	9722	6685	4895	3961	37569
Percent Closed/Pourcentage de griefs fermés	67%	51%	93%	93%	91%	83%	76%	80%	94%	82%
Total for report/Total pour rapport	27	3942	3676	5064	2346	11769	8741	6115	4196	45876

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:01
 Coll. Agr./Conv. Coll. : STTP/CUPW
 CA Year/Année de la conv. coll. : 10
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	4	0	0	0	3	5	0	1	13
Article 9.82/Article 9.82	0	232	703	133	203	843	183	188	298	2783
Other Abeyance/Autre en suspens	0	0	1	0	0	0	0	0	0	1
Total Abeyance/Total en suspens	0	236	704	133	203	846	188	188	299	2797
Percent Abeyance/Pourcentage de griefs en suspens	0%	10%	29%	3%	13%	14%	6%	6%	9%	11%
Other Active/Autre actif	2	142	40	68	15	226	658	203	5	1359
Total Active/Total de griefs actifs	2	378	744	201	218	1072	846	391	304	4156
Percent Active/Pourcentage de griefs actifs	22%	16%	31%	5%	14%	18%	26%	12%	9%	16%
Decision/Décision	3	254	37	81	79	335	29	58	148	1024
Withdrawn/Retiré	4	45	512	753	239	465	468	7	188	2681
Settled/Réglé	0	1618	1094	2904	1070	4047	1927	2818	2594	18072
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	7	1917	1643	3738	1388	4847	2424	2883	2930	21777
Percent Closed/Pourcentage de griefs fermés	78%	84%	69%	95%	86%	82%	74%	88%	91%	84%
Total for report/Total pour rapport	9	2295	2387	3939	1606	5919	3270	3274	3234	25933

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:00
 Coll. Agr./Conv. Coll. : STTP/CUPW
 CA Year/Année de la conv. coll. : 07
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	0	0	0	0	0	2	0	0	2
Article 9.82/Article 9.82	0	17	11	6	14	115	1	25	7	196
Other Abeyance/Autre en suspens	0	2	10	1	0	0	0	0	0	13
Total Abeyance/Total en suspens	0	19	21	7	14	115	3	25	7	211
Percent Abeyance/Pourcentage de griefs en suspens	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%
Other Active/Autre actif	6	211	117	15	34	96	400	227	8	1114
Total Active/Total de griefs actifs	6	230	138	22	48	211	403	252	15	1325
Percent Active/Pourcentage de griefs actifs	16%	3%	2%	0%	1%	1%	4%	2%	0%	2%
Decision/Décision	13	373	182	631	255	458	179	310	423	2824
Withdrawn/Retiré	13	385	2195	1841	909	2078	2315	77	867	10680
Settled/Réglé	5	5842	4640	6223	4253	14300	7804	11135	7269	61471
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	31	6600	7017	8695	5417	16836	10298	11522	8559	74975
Percent Closed/Pourcentage de griefs fermés	84%	97%	98%	100%	99%	99%	96%	98%	100%	98%
Total for report/Total pour rapport	37	6830	7155	8717	5465	17047	10701	11774	8574	76300

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019
Coll. Agr./Conv. Coll. : STTP/CUPW
CA Year/Année de la conv. coll. : 03
Status on/Statut du griefs au : 24-AVR-2019

Report Date/Date du rapport: 24-AVR-2019 16:46

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	0	0	0	0	0	0	0	0	0
Article 9.82/Article 9.82	0	1	3	1	0	1	0	1	0	7
Other Abeyance/Autre en suspens	0	1	2	0	0	0	0	0	0	3
Total Abeyance/Total en suspens	0	2	5	1	0	1	0	1	0	10
Percent Abeyance/Pourcentage de griefs en suspens	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Active/Autre actif	2	4	39	1	1	22	79	27	10	185
Total Active/Total de griefs actifs	2	6	44	2	1	23	79	28	10	195
Percent Active/Pourcentage de griefs actifs	9%	0%	1%	0%	0%	0%	2%	0%	0%	0%
Decision/Décision	14	88	182	152	176	181	88	222	234	1337
Withdrawn/Retiré	3	569	1645	1388	397	1162	817	9	623	6613
Settled/Réglé	3	4829	3316	3461	3196	7979	4064	5413	3098	35359
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	20	5486	5143	5001	3769	9322	4969	5644	3955	43309
Percent Closed/Pourcentage de griefs fermés	91%	100%	99%	100%	100%	100%	98%	100%	100%	100%
Total for report/Total pour rapport	22	5492	5187	5003	3770	9345	5048	5672	3965	43504

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:14
 Coll. Agr./Conv. Coll. : RSMC/FFRS
 CA Year/Année de la conv. coll. : 03
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	0	0	0	0	0	0	0	0	0
Article 9.82/Article 9.82	0	0	6	0	4	0	0	0	0	10
Other Abeyance/Autre en suspens	0	0	5	0	0	0	0	0	0	5
Total Abeyance/Total en suspens	0	0	11	0	4	0	0	0	0	15
Percent Abeyance/Pourcentage de griefs en suspens	0%	0%	2%	0%	2%	0%	0%	0%	0%	1%
Other Active/Autre actif	0	2	80	0	7	5	0	12	0	106
Total Active/Total de griefs actifs	0	2	91	0	11	5	0	12	0	121
Percent Active/Pourcentage de griefs actifs	0%	2%	12%	0%	6%	2%	0%	3%	0%	6%
Decision/Décision	5	1	57	0	19	5	0	39	23	149
Withdrawn/Retiré	3	19	155	25	60	44	25	1	78	410
Settled/Réglé	4	76	426	20	105	158	9	305	83	1186
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	12	96	638	45	184	207	34	345	184	1745
Percent Closed/Pourcentage de griefs fermés	100%	98%	88%	100%	94%	98%	100%	97%	100%	94%
Total for report/Total pour rapport	12	98	729	45	195	212	34	357	184	1866

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:15
 Coll. Agr./Conv. Coll. : RSMC/FFRS
 CA Year/Année de la conv. coll. : 06
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	0	0	0	0	0	0	0	0	0
Article 9.82/Article 9.82	0	0	33	0	0	0	0	0	0	33
Other Abeyance/Autre en suspens	0	0	1	0	0	0	0	0	0	1
Total Abeyance/Total en suspens	0	0	34	0	0	0	0	0	0	34
Percent Abeyance/Pourcentage de griefs en suspens	0%	0%	10%	0%	0%	0%	0%	0%	0%	2%
Other Active/Autre actif	1	3	1	1	3	15	8	24	0	56
Total Active/Total de griefs actifs	1	3	35	1	3	15	8	24	0	90
Percent Active/Pourcentage de griefs actifs	20%	4%	10%	2%	2%	5%	3%	9%	0%	6%
Decision/Décision	2	7	8	8	38	9	3	17	8	100
Withdrawn/Retiré	1	5	112	15	24	56	191	1	58	463
Settled/Réglé	1	64	185	20	125	217	39	214	116	981
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	4	76	305	43	187	282	233	232	182	1544
Percent Closed/Pourcentage de griefs fermés	80%	96%	90%	98%	98%	95%	97%	91%	100%	94%
Total for report/Total pour rapport	5	79	340	44	190	297	241	256	182	1634

GRIEVANCE STATUS / RESOLUTION REPORT
 RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019	Report Date/Date du rapport: 24-AVR-2019 17:16
Coll. Agr./Conv. Coll. : RSMC/FFRS	
CA Year/Année de la conv. coll. : 08	
Status on/Statut du griefs au : 24-AVR-2019	

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	1	0	0	0	0	0	0	0	1
Article 9.82/Article 9.82	0	0	29	2	0	0	0	3	0	34
Other Abeyance/Autre en suspens	0	0	0	0	0	0	0	0	0	0
Total Abeyance/Total en suspens	0	1	29	2	0	0	0	3	0	35
Percent Abeyance/Pourcentage de griefs en suspens	0%	0%	7%	4%	0%	0%	0%	1%	0%	1%
Other Active/Autre actif	1	1	11	0	10	29	39	26	2	119
Total Active/Total de griefs actifs	1	2	40	2	10	29	39	29	2	154
Percent Active/Pourcentage de griefs actifs	5%	1%	10%	4%	4%	7%	9%	5%	1%	6%
Decision/Décision	8	45	57	4	45	10	8	20	6	203
Withdrawn/Retiré	5	18	144	16	50	98	225	1	64	621
Settled/Réglé	7	195	175	33	143	308	168	488	218	1735
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	20	258	376	53	238	416	401	509	288	2559
Percent Closed/Pourcentage de griefs fermés	95%	99%	90%	96%	96%	93%	91%	95%	99%	94%
Total for report/Total pour rapport	21	260	416	55	248	445	440	538	290	2713

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:17
 Coll. Agr./Conv. Coll. : RSMC/FFRS
 CA Year/Année de la conv. coll. : 11
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	0	0	0	0	0	0	0	0	0
Article 9.82/Article 9.82	0	1	7	0	8	0	0	0	0	16
Other Abeyance/Autre en suspens	0	0	0	0	0	0	0	0	0	0
Total Abeyance/Total en suspens	0	1	7	0	8	0	0	0	0	16
Percent Abeyance/Pourcentage de griefs en suspens	0%	1%	4%	0%	11%	0%	0%	0%	0%	2%
Other Active/Autre actif	0	14	2	0	9	17	12	29	7	90
Total Active/Total de griefs actifs	0	15	9	0	17	17	12	29	7	106
Percent Active/Pourcentage de griefs actifs	0%	14%	6%	0%	23%	8%	19%	22%	9%	12%
Decision/Décision	1	17	0	4	4	4	5	0	5	40
Withdrawn/Retiré	1	6	99	6	22	71	23	1	19	248
Settled/Réglé	7	68	49	16	32	131	22	102	45	472
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	9	91	148	26	58	206	50	103	69	760
Percent Closed/Pourcentage de griefs fermés	100%	86%	94%	100%	77%	92%	81%	78%	91%	88%
Total for report/Total pour rapport	9	106	157	26	75	223	62	132	76	866

GRIEVANCE STATUS / RESOLUTION REPORT
RAPPORT DE REGLEMENT DE GRIEFS / STATUT DES GRIEFS

Date Referred/Date du renvoi : 01-JAN-1990 - 24-AVR-2019 Report Date/Date du rapport: 24-AVR-2019 17:18
 Coll. Agr./Conv. Coll. : RSMC/FFRS
 CA Year/Année de la conv. coll. : 12
 Status on/Statut du griefs au : 24-AVR-2019

STATUS/STATUT	NAT	ATL	QUÉ	MTL	CEN	ONT	TOR	PRA	PAC	TOTAL
Article 9.106/Article 9.106	0	3	11	0	1	1	0	1	2	19
Article 9.82/Article 9.82	0	3	13	5	1	0	0	1	7	30
Other Abeyance/Autre en suspens	0	0	2	2	0	0	0	0	0	4
Total Abeyance/Total en suspens	0	6	26	7	2	1	0	2	9	53
Percent Abeyance/Pourcentage de griefs en suspens	0%	1%	6%	7%	1%	0%	0%	0%	3%	2%
Other Active/Autre actif	3	196	16	28	73	144	70	137	40	707
Total Active/Total de griefs actifs	3	202	42	35	75	145	70	139	49	760
Percent Active/Pourcentage de griefs actifs	33%	48%	10%	35%	32%	19%	70%	30%	18%	27%
Decision/Décision	3	41	1	6	12	20	0	1	36	120
Withdrawn/Retiré	1	4	142	16	46	151	7	1	33	401
Settled/Réglé	2	177	224	43	99	457	23	321	158	1504
Other Closed/Autre fermé	0	0	0	0	0	0	0	0	0	0
Total Closed/Total de griefs fermés	6	222	367	65	157	628	30	323	227	2025
Percent Closed/Pourcentage de griefs fermés	67%	52%	90%	65%	68%	81%	30%	70%	82%	73%
Total for report/Total pour rapport	9	424	409	100	232	773	100	462	276	2785

REPORT OF THE 2ND NATIONAL VICE-PRESIDENT EDUCATION AND CHILD CARE

The mandate of the 2nd National Vice President is to oversee CUPW's education program, ensure that the National Human Rights Committee fulfills its role (see NHRC report), and see that the Union's Child Care Fund is put to the needs of members' families through organizing child care projects.

For many of our members this mandate has been a time of unrelenting overwork and disrespect. It was a brutal period of workplace changes, speed-up to the point of exhaustion and increased injuries. This indicates that our remedy lies not only in the collective agreement, but in taking collective action and in building power with others to amplify our vision in between negotiating periods. A collective agreement, alone, we have learned, does not always result in a respectful, healthy and sustainable work-life. Workers take their responsibility seriously, but bosses play upon the work ethic and commitment, and destroy lives, at home and in the workplace. The tremendous sacrifice made to get the mail out, meet our obligations and perform a decent job has come with a price. We are exhausted by CPC's neoliberal practices-in a time when letter mail volumes are shrinking, parcels are growing and our future is changing. We need to carve out our piece of it.

As always, we remain a union in motion, in struggle, while dealing with hostile governments and a hostile employer. In spite of growing logistical costs and the intensity of the struggle over the course of this mandate, we continued to deliver education at all levels in a timely manner, and to sustain the projects of the Child Care Fund. We were mobilized on many fronts, with significant pressures:

- We fought to stop the cuts to door-to-door mail delivery and preserve thousands of jobs
- We successfully campaigned to crush the Harper regime
- We went through two rounds of bargaining and a strike
- We saw a bill on postal banking before parliament
- We obtained a massive pay equity settlement
- We saw a public review of Canada Post that resulted in the go-ahead, for the first time in a very long time, to expand and invest in service expansion

This last point cannot be emphasized enough. The post office has to be more than letter mail and parcels if it is to survive and pay the pensions of those beginning work at the post office today.

EDUCATION

The 2nd National Vice-President must ensure that education at the national, regional and local levels be made available to union members. It does not fall to one person only, but rather, a team of highly skilled and experienced worker-educators who help develop better advocates and social change agents. There are quality support staff, regional education and organization officers, and union representatives all making the program run. Over the past mandate, there were triumphs, highlights and challenges.



We have an informed and dedicated cadre of shop stewards and social stewards. We provide education support with considerably fewer resources today than have been available in the past. There has been no significant increase in the urban contract since 1993. Hotels, transportations, per diems, have not remained stable since 1993. But our precious education dollars have.

There is also tension in delivering labour education. There is a balance between defending one's self and analyzing why things are the way they are and changing them. That is not new. We are required to defend our hard-fought rights and enforce them with a dedicated body of stewards and advocates who ensure employers are held to account and workers defended.

A solid advocate in your corner can mean the difference between sitting at home without pay and suffering in silence or receiving the proper supports and benefits when things go wrong. It is also fundamental to union work that we engage the members, their elected officials, and the staff of CUPW, in thinking about critical issues like power, domination, and solidarity. For education to be meaningful, it must result in some kind of *action* that draws from both worlds.

We work to deliver education that addresses these concrete issues to all levels of our union. These (political action courses) form the fundamentals of union education and complement other (tools) training that revolve around the work floor, routes, rights and collective agreement. They are used to complement one another, and to build assertiveness and confidence when dealing with the boss.

EDUCATION: THE FOUNDATION OF OUR STRUGGLE

Education is the cornerstone of CUPW's struggle and a form of resistance. Our approach is to start with the participants' own experience and knowledge, build a two-way street and see how we can teach each other through the lived experience we all have. This is why we believe in worker-educators delivering training to other workers.

By our members' education and awareness raising, we ensure that CUPW remains at the forefront of the fight, with a large contingent of activists ready to address problems on the work floor, undertake job actions in the face of labour disputes, and mobilize others to defend our working conditions and the social conditions in our communities. Education remains central to improving those working conditions, to setting the agenda, and to pursuing a broader vision that benefits postal workers and everyone. Education must deliver courses that respond to work floor issues as well as to the broader goals of the union, to ensure a viable and expanded public service that is there for our own future and that of our communities.

By communities, we just mean those circumscribed geographically; we also mean equity-seeking groups. An equal playing field has been denied many based on a number of factors. Racism, sexism, heteronormativity and ableism can all play out in silent and hidden displays of privilege that go unseen. Education cannot remain silent about this either but should expose and address oppression.

Developing knowledge and skills among union activists contributes to an increased awareness that supplies our collective toolkit of mobilization strategies and gives us the means to better connect shop floor issues with the broader struggle for rights and justice. It gives people tools to develop creative new strategies to make our struggle more hard-hitting and focused, and ultimately, more successful, whether in the workplace, the community, the political sphere or in our own union.

We know this is the case because we already have the results of such strategizing. Take for instance how one region, in the previous mandate, took on the task of organizing a meeting to strategize around the door-to-door cuts. Strategic work eventually led to some superb outcomes, such as getting rid of the Harper government, and then, Deepak Chopra. Locals who understood the importance of CUPW setting the agenda and confronting the slashing of door-to-door delivery were willing to pay from their own coffers, the cost of undertaking such a strategy session. This is in line with the extra rebate remitted to locals a few conventions ago for the purposes of local organizing and education. In this case it was used well.

That effort set the Union on another trajectory. Strategic planning can get results. It provides for achievable goals and a map for getting there. Education aims to change us from victims on the receiving end of injustice to champions for change. Nothing comes about through wishful thinking or merely complaining about what management is doing to us. Stopping the cuts to door-to-door was not just the initiative of one region or any one local but involved collective efforts everywhere. It does reveal that the move from defeatism to offence can happen through sound and creative strategic planning that is supported through education. Several years later and we now have a government review that recommends postal expansion and not its destruction.

In other words, no struggle, no victory! Reflecting on these matters leads us to consider that education could provide more space for strategic planning rather than “reactive” assessment that is so common in our movement. How can we out strategize our opponent and shift the terrain? Rather than display defensive reactions, can we develop thoughtful offensive strategies that have the checks and balances of built in assessment? How can education contribute to such cultural shifts?

Recommendation: That in the next mandate, the union invest more time and energy into strategic planning and reviewing.

THE ROLE OF EDUCATING IN CRAFTING A VISION AND A STRATEGY

According to Gene Sharp, “Power is an integral part of nonviolent struggles. These conflicts cannot be understood or waged intelligently without attention to power capacities and power relationships”. He goes on to note that political elites depend on the population for that power. Sometimes, as in the case of pay equity and maternity leave, we can make that power bend in our favour.

At the same time, it would be safe to say that there is a strategic deficit in the union movement. Generally, we react to the strategic agenda of the employer. One example of this is how, through the STDP Plan, the work of Regional Education and Organization Officers has been replaced with valuable time spent on STDP claims. Keeping the Union busy achieves an important goal and neutralizes time spent on other forms of disruptive and creative activism that builds power inside and outside the workplace.

I am grateful for having worked with all the dedicated and thoughtful members of the National Executive Board. Through our different constituencies and positions, we come together to defend the Union as best we know how. I can say that the sheer dedication, especially at crucial times, long hours and long days that turned to months, is something commendable.

Let me be clear that I write not as a critique but a perspective and experience. Our union represents many tendencies. We do not always agree but there is not anyone whose dedication I can question; particularly in a patriarchal world, mere observation may seem as critique and negative. It is not my intention to do so, but rather, suggest improvements on possible paths that better ensure long-term goals are achieved, and that strategic planning and an ongoing power analysis become permanent fixtures of our operation.

An Office of Strategic Services field guide declassified from the Second World War highlights how to slow down and disrupt organizations. Sadly, we do not need that guide, because some of those practices appear in organizations everywhere, ours included; “when possible, refer all matters to committees, haggle over precise wordings of communications , minutes, resolutions, refer back to matters decided upon at the last meeting, advocate caution”. A winning struggle is an agile strategic one that creates and adapts to opportunity. Compromise can become a hard word and harder in practice.

Though the board is not a nurturing environment, it was the sisters on the National Executive Committee and in the education department who would check in and ask “how are you doing”? That alone provides human connection so frequently lacking in the way we operate. I have tremendous respect for how the two sisters of the National Executive Board and the RSMC chief negotiator contributed and claimed their space among so many brothers.

The union has an opportunity to be more powerful. Certainly, going on the offensive the past few years has ensured, for now, survival of the postal service and possible expansion. Challenges, overwork, unprofessional animosity, a failure to move on issues and mire ourselves in conflict, an incapacity to “get real” at times, or to speak of elephants in the room, deflect us. Let’s address this by changing how we meet and incorporate more feminist, indigenous and effective ways of communicating as much as possible.

It is astonishing that our tremendous staff, the folks who do our communications and the leadership of the union, have not sat down to reflect and evaluate lessons learned in the past few years. That failure to evaluate successes and challenges denies future board members the important lessons learned that make us stronger. The adversarial style of Board operations does not always lend itself to the best solutions but can actually confine them.

Recommendation: Develop an ongoing process of regular facilitated strategic planning sessions and a power analysis with timelines and reflection, that includes both leadership and support specialists.

This development of mobile strategic planning and offensive approaches should not merely be limited to collective agreements. *Change is political. It's about building power with others.*

Particularly in these times, struggle is made all the more profound by the sheer and increasing number of severe weather warnings that are now being taken for granted. Whether you are delivering mail in a smoke-filled province that is burning down or whether you wonder how long our descendants can survive in the coming decades of climate change and how future postal workers will survive, we are all touched by this impending crisis. An unhealthy workplace cannot be de-linked from an unhealthy atmosphere and society. They are not separate things. For-profit schemes leading to our own destruction and breakdown for the benefit of a few, has a short shelf life. What role can we, as humble workers, play in changing that narrative, and that reality? Do we not still have that capacity to inspire others in our society to aim higher?

We not only matter, we have a responsibility. We also cannot rest on past laurels. To be relevant, to be true, to honour who we are and the territory we walk upon, would be to reach further, higher, and deeper. For education to be effective, it must methodically build, to carve out, to advocate for progressive and collective power, versus a status quo of just hanging on. What kind of Union and what kind of world do we wish to see? We can do it. We have to.

It would be easy to produce a report that is a shopping list of our accomplishments and courses. But we also have a responsibility to provide some vision, some lessons learned that, at least from one perspective, suggest a way forward to improve our strength, address power relations coherently and ensure that the postal service remains a core fabric of Canadian society for decades to come, as we step into the future, and the unknown, together. The struggle continues.

Thanks to all in the education department for your support and work in this struggle. Thank you Béatrice, Rachel, Gail, Shellie, Claire, Wendy, Richard and Yves. It has been a real pleasure to be on this journey with you.

EDUCATION ACHIEVEMENTS OVER THE LAST MANDATE

CUPW's education program consists of 1-day, 3-day, and 5-day seminars delivered at the regional level; and the Union Education Program, the flagship 3-week residential training school that takes place in Port Elgin, Ontario. The courses revolve around two broad concerns: tools to ensure the respect of our collective agreement, and political action (See Appendix 1 for a complete list of courses).

Over the past mandate, we delivered “tools” courses to local activists for shop stewards, on grievance, arbitration, to know your rights, and RSMCS and Urban-specific courses, to name a few. We also deliver courses on Observer Training, Benefits, Health & Safety and Mental Health in the Workplace. In terms of “political action”, we delivered training that focused on social justice and political issues. Among these are Political Action, Fighting Back, Mobilization, Readiness and Action, Claiming our Power, Leadership Skills and Harassment and Violence Awareness. This list is not exhaustive.

During this mandate, the Education department provided human rights training for national leaders as required by a Board decision. We must ensure such training will continue to be made available to elected leaders. The education department also worked to deliver an anti-bullying workshop to everyone working at National Office. Training elected officers and staff is an ongoing need that the Education department takes seriously and hopes to improve in the future.

Other highlights include the tremendous ongoing work of Yves Hénault on the social steward program and the mental health course developed by Richard Gaboton. As workplace and societal stress take their toll, we are managing the symptoms and outcomes of a society that is increasingly fast and unkind. These programs are invaluable to help us cope and survive in the modern workplace.

In addition, we are working toward developing a course on climate change, the single biggest crisis facing humanity. This, we hope, will help to bridge the members’ working lives, with the all too important quest to reign in our current destructive planetary trajectory.

The education department also produced three short videos on overburdening that, in a few minutes, tell the story of some of the realities our members face in the workplace and the toll it takes on them. It was important that the media, reporters, the public, politicians, arbitrators and all those touched by our bargaining could see the reality of postal work today. Part of our mandate involves a support role for organizing, and collaboration with other units to highlight our common struggles. Future generations will be able to reflect on the work of someone working at Canada Post in 2018.

TURTLE ISLAND

" If I had my way, when unions do anti-racism work we would always begin with a clear acknowledgement of the historical and ongoing colonization of the Indigenous people here on their own land."-- social activist Winnie Ng

We were delighted to draw upon many disparate resources and documents to finalize our Turtle Island course, the history of these lands from Indigenous perspectives and a revealing of the ways we have been colonized in our thinking. This course remains extremely popular and the evaluations reinforce that this as a very popular experience. Participants speak of it in glowing terms—life-changing—best course ever—it exceeded my expectations—I was overwhelmed—and that this course “...improved listening, empowered inspiration to overcome structures of power, to move towards equality for all, in a circular understanding of power with and not over”. This is merely a short list of powerful evaluative statements arising from Turtle Island.

Recommendation: As part of our journey to decolonize ourselves, reveal the hidden history of these lands and empower ourselves, the Union should continue to offer this course and find ways to make decolonization more meaningful.

UNION EDUCATION PROGRAM (UEP)

The Union Education Program that used to be a 4-week residential program offered twice per year, was offered once in 2012 and once in 2014. During the current mandate, the UEP was pared down to a 3-week program that was only offered once, in Fall 2018. In part, this measure was taken to respond to a shortfall in resources which we will get to below.



The 2018 edition of the UEP was delivered successfully in spite of being held during rotating strikes and back-to-work legislation, and regional conferences. The UEP addressed the stress endured by the participants by bringing in the National President and the Third National Vice-President, to keep the participants up to date on the strike, and allay their concerns. Notwithstanding the extraordinary times, all the participants successfully graduated, were presented their certificates by the First National Vice-President and all gave positive feedback on the program. Nonetheless, they were understandably preoccupied being at Port Elgin while job actions were taking place in their locals. We commend them for their discipline and the devotion they displayed toward their activist work.

The three- and five- day courses remain important training opportunities to prepare local activists with the means to respond to local work floor issues. The UEP stands out as a fundamental opportunity to equip local activists with a societal vision that underpins our understanding of the global factors that negatively impact us. Gaining knowledge about such societal ills as capitalism, colonialism, oppression and climate change helps to ground our activism, and equip us with communicative abilities and action-oriented task development skills that lend themselves to a more cohesive far-reaching resistance. It is not just about maintaining and defending our current rights but struggling to achieve new ones.

EDUCATION FUND

Unfortunately, the Fund that supports our educational mission has not grown and we remain stuck with the current formula of \$0.03 per hour paid to members. For the urban section, this was negotiated in the early 1990s! The RSMCs joined in 2003. Over the years, this formula has resulted in CUPW having to cope with greater educational needs, while receiving fewer real dollars. Imagine living your life and paying bills with 1993 dollars. Hotels alone have risen as much as 70-80 % in that period. We took another hit for Canada 150 where we saw an extreme rise in hotel prices in some of the larger urban centres that never really dropped. This means that, without an increase and hopefully an indexation of the fund, the Union may have to consider reducing attendance numbers or find new ways to educate. We know currently that our negotiations team is doing their best to achieve increased education security for the union. Of course, that struggle requires all of us to be on board. We cannot afford to let this goal wane, lest we jeopardize our capacity to develop capable activists who can engage with members, mobilize for decent working conditions, and broaden the struggle by engaging the public. Within the context of a rapidly-changing reality, we must be prepared to change, innovate, and adjust our strategies and our tactics.

It is noteworthy that at a previous convention, an extra rebate was returned to locals for the purpose of education and organization, yet we see that these extra education funds remain mostly untapped and now add up to millions of dollars locked up in local accounts. Few have used it for the purpose it was intended.

Recommendation: That the Union consider a way to use untapped revenues in locals for education and organization in order that the rebate be used for its original purpose.

OTHER INITIATIVES AND ACTION

CUPW Education also undertook to supervise two student placements on Delivering Community Power. The University of Ottawa students began their work in February 2019, and helped us to broaden our contacts by entering University of Ottawa classrooms in order to talk about the Decopo vision and have the petition signed. It is hoped that multiplying our contacts on campus will help to broaden our reach.

The Labour College of Canada (LCC) provides education. It did not function for many years. Participants must apply and achieve a recommendation from the College. Several students were chosen to participate in LCC and so far, we have one graduate, Sister Dodie Ferguson.

The LCC provides university credits for its program. We are currently studying the possibility of broadening credit recognition by universities for the UEP program as well. We have been told that CUPW members are well prepared and add a great deal to the program. Further, Sister Collen Jones is an established facilitator/support person at the College, once again showing that CUPW punches above its weight in the labour movement and that we are a Union rich in skills.

Many thanks go to the Grievance Department for arranging a number of worker advocates, grievance arbitrations and training sessions. CUPW clearly also provides top-notch advocates, as we can see by the sheer number who are lured to other organizations.

PROJECTS, ACTIONS AND STRATEGIES

During this mandate the education department got involved in many different projects.

Solidarity with Haiti

Our Haitian Union partner, the Confederation of Public and Private Sector unions (CTSP) invited CUPW and others on a public sector union visit to Haiti in 2017, to meet with the new CTSP leadership and its members, and to learn about the development of the union movement in Haiti, since the 2010 Earthquake. CUPW took this opportunity to reconnect with the Haitian postal workers and offer support to help rebuild.

Passport to Union Education

The Education Passport was created to help members plan their “learning path” and to motivate them to progress and cultivate their knowledge within CUPW. Some regions have actively taken part in distributing the Education Passport to their members.

International Civil Liberties Monitoring Groups (ICLMG)

CUPW's involvement with the International Civil Liberties Monitoring Groups (ICLMG) goes back many years. Through ICLMG, we have, along with others, expressed our dissent in respect of human rights violations. ICLMG played a big role into bringing public awareness to Bill C-59, the National Security Act.

Working with marginalized youth

CUPW members have always advocated and fought against the injustices directed out on the most marginalized and oppressed people in our society. Consequently, CUPW's education department designed and provided some workshops during the first ever black youth forum in Montréal. These workshops provided the youth with tools and strategies to find solutions to the discrimination to which they are subjected. They had the space to express themselves and connect with other black youth that were also experiencing harassment and oppression within their own community.

Long term Strategy sessions for National leaders.

This mandate had different strategy sessions organized with the leadership. The Education Department, along with outside experienced facilitators, prepared various strategy sessions. The objectives of these sessions included addressing the new challenges we face against Canada Post; strengthening our current campaigns, rebuilding membership engagement, trust and unity-and identify issues and challenges for this mandate's round of negotiation.

The Education Department also develops and supports other education related initiatives some of which include but are not limited to:

- Presentations at high schools on labour unions
- Presentations at various universities on postal issues and labour education
- Speaking to the Canadian Federation of Teachers about CUPW struggles
- Coordinating a presentation by the Ontario Regional Office to George Brown University on the struggle for Maternity Leave
- Presence on the Editorial Advisory Board of the *McGill Journal of Education*
- Training meetings with elected officials and legislatures to promote postal issues and Delivering Community Power
- Updating the Short Term Disability Guide
- Updating the Strike Preparation Manual
- Media training
- Participating in the United Association of Labor Educators
- Creating a relationship with the Global Labour University
- Developing an ongoing intersectional lens on education material
- Delivering webinars.

The Union also makes available, on request, for specific situations, our direct action training course.

HH TRAINING AND INDIGENOUS HIRING

This has been one of the biggest challenges. While there have been some updates to the HH material and some movement on understanding members in gender transition, it is clear that operations at Canada Post get in the way of learning and development. They cherry pick locations where there is a high concentration of members.

So, while on paper it shows there has been a growth in training sessions, in fact, they are limited to clusters. Further, as members have retired or the staff complement declined, there is frequently a shortage of trainers. Indigenous hiring is even worse. There does not appear to be any measured improvement in this area and Canada Post remains below targets. This area should have an increased focus for the incoming Board and Office responsible, and new pressure tactics need to be mounted. This is not unlike previous reports regarding “significant frustration”, concerns were raised about “the backlog” in training targets, and disappointment was expressed over the hiring of Indigenous people. (See Report of the Second National Vice-President, October 2011).

During this mandate focus groups were held with indigenous people to discuss hiring barriers but little progress has been made. Perhaps Canada Post did not like the answers they were getting.

Recommendation-That the Union develop a strategic plan in order to force Canada Post to properly train on HH and meet hiring quotas.

SOCIAL STEWARDS NETWORK

At the last Convention, delegates made the social stewards issue a priority demand at the bargaining table. This demand was predicated on the existence of a strong and effective network. The National Executive Board adopted the following strategy for strengthening the network:

- First, training was to be provided to coordinators in all regions. In the fall of 2016, regional coordinators met and discussed their role. This training was provided in conjunction with the FTQ (Fédération des travailleurs et travailleuses du Québec), which has had a social stewards network for over 35 years.

- Subsequently, three- and five-day social steward courses were given in all Regions. As a result, we now have a network of more than 250 people who are ready to take action when difficult situations arise.
- A form was developed to determine member interest in a social stewards training course.
- Finally, facilitators were trained in all regions in April 2018.

During this term, the NEB adopted several resolutions to allow social stewards from different regions to attend conferences, training and theme days to provide them with more effective help and with an opportunity to share experiences and connect with social stewards from other unions.

All regions got involved in implementing the network. Some organized five-day courses focussing on specific current issues (mental health, Fentanyl, etc.). Others organized theme days and social steward conferences. Still others set up a regional committee or local committees. We applaud all of these initiatives. The National Office held videoconferences with regional coordinators to analyze regional needs and provide an opportunity to learn about each region's initiatives.

We can now say that our network is up and running, and has now entered a period of consolidation. To support social stewards in their roles, the Union produced a leaflet, a poster and an identification pin that was distributed to social stewards, coordinators and locals.

However, to ensure network stability and continuity, we need to provide social stewards and coordinators with further support.

This is where the real work begins, and for that, we need each one of you to make sure our network remains dynamic and effective in serving our Sisters and Brothers.

All ideas are welcome!



OUTLOOK FOR THE FUTURE

We anticipate providing a new round of training for activists to become facilitators. We will pay particular attention to training members who belong to equity-seeking groups. We have a solid base of facilitators for our program, but we need to be mindful of folks reaching retirement age, or who, for other reasons, are no longer engaged in facilitating training sessions. CUPW believes in worker-educators. The question that comes up is, should elected officers also facilitate training? We need to be mindful of the sanctity of building a ground-up movement. We advance that worker-educators are closest to the realities of the work floor, and should be prioritized as facilitators. Should elected leaders not be used as "experts" and trained worker-educators as educators? Another facet of the challenge is the competition that results from our political structures that impede some trained members from facilitating, and other members from participating in educationals. This needs to be assessed and solutions found to avoid education ever being used as a reward for loyalty, or other such concerns when it occurs.

The Education department continues to revise and update the content of current courses, and develop new ones. We look forward to developing further training for newly-elected officers where needed. Further, staff and officers have taken part in a course offered by CLC in order to become familiar with an online training platform, a complement (not replacement) to in-person educationals. This will be further studied to assess the viability of using such a method in the courses delivered by the regions and the national office. In a similar vein, we have also begun to explore making use of webinars, and online interactive video-conferencing, to enhance, but not replace, our training tools.

We look forward to holding the UEP at least twice during the upcoming mandate. We are exploring cutting-edge grassroots radical and holistic visions to underpin our union struggle. We are therefore examining new frameworks and methods for understanding current realities, not the least of which is the climate crisis. We hope to integrate some of these new ways of knowing and being into our education program.

We have been exploring the acquisition of our own learning facility. In spite of initial costs and overhead it is clear that such an investment could dramatically reduce the financial pressure on the fund and provide the union with a permanent in-house meeting and training facility. We would recommend to the incoming board to continue exploring this possibility.

Recommendation: That the Union develop more online tools to support education but not at the expense of reducing face to face sessions.

Recommendation: That the Union continue to explore the costs and logistics of developing its own training centre.

CHILD CARE

HISTORY

In 1980 the women of CUPW were determined to make child care an issue for their union. In 1983, their efforts paid off with the adoption of two-child care resolutions integrated in the CUPW National Constitution. This was followed in 1987 with a comprehensive demand for employer paid child care services at the bargaining table with Canada Post. It was not until 1991 that CUPW was successful in negotiating a jointly administered Child Care Fund. After 27 meetings and not one project being agreed to under the Fund, the women of CUPW demanded that CUPW negotiate full control of the fund, and this was successfully wrested from Canada Post in 1996.



Our child care projects are financed through the Child Care Fund (Appendix L of the Urban Postal Operations Collective Agreement) and for RSMC members under (Appendix J of the RSMC Collective Agreement). The union also coordinates the UPCE-PSAC project.

REVIEW OF CHILD CARE FUND PROJECTS

We currently have nine child care projects with the following locals: Winnipeg, Windsor/Amherstburg, Calgary, Fredericton, St. John's, Corner Brook, Red Deer (Rocky Mountain House) and our nationally-based Special Needs and Moving On projects. L'Association québécoise de la garde scolaire (AQGS) provides support for our Quebec and Montreal regions and works with our community partners to provide school-age summer day camps and free week camp in Mirabel and Mascouche, QC.

THE UNION'S WORK ON CHILDREN WITH SPECIAL NEEDS: SPECIAL NEEDS AND MOVING ON PROJECT

These projects help postal workers by providing advisor support, resources and information, funding for supports related to their child's disability, and educational tools to raise workers' understanding of the issues. We are unique in providing this kind of support to working parents who face greater challenges in balancing work and family responsibilities.

The Special Needs Project for children was put in place in 1996, followed in 2005 by the Moving On Project for adult daughters and sons. Since they began, the projects have provided support to 1,795 members with 2,173 children, respectively.

In 2015, we celebrated the 10th anniversary of the Moving On Project, and the following year the 20th anniversary of the Special Needs Project.

Currently there are 507 participating urban members (375 Special Needs and 132 Moving On) with 600 children (462 Special Needs and 138 Moving On). These members are from 70 locals and 8 regions. The project has continued to grow for RSMCs with 51 participating RSMC members (35 Special Needs and 16 Moving On) with 59 children (41 Special Needs and 18 Moving On). These members represent 35 locals and 7 regions.

Other highlights of the Special Needs and Moving On projects include:

- Far too many postal workers do not know about our Child Care Fund and two very important projects it supports - the Special Needs and Moving On Projects. Our Child Care Coordinator, Shellie Bird and Special Needs Project Coordinator, Gail Holdner went on the road to meet with members to try to change this. Between May and September 2018, our Child Care and Special Needs Project Coordinators went on tour to promote these projects. They met with members from the Pacific, Prairie, Ontario and Toronto regions. The coordinators went into workplaces – depots, plants and retail outlets. Between this tour and a similar one undertaken in Quebec in 2017, we were able to speak directly to over 9,000 members about the Fund and these two projects.

- We recently up-dated our “Resource Guide: Special Education Navigation Tool”. This is for parents with school age children. It can be found on our special needs project web site (specialneedsproject.ca). It supports parents and guardians of children with special needs to know their rights within the education system in their province or territory. It also provides information about individual education plans, transportation, transition planning, discipline and suspension.
- In 2016, we worked with the Canadian Centre on Disability Studies (CCDS) to conduct an evaluation of our Special Needs and Moving On projects. This included extensive interviews with members using the projects.
- Some highlights from the evaluation show a significant increase in members’ access to supports and services; they help to reduce stresses; they provide advisor information and support which gives members greater confidence when advocating for their child.
- We introduced a new digital home for our “*Member to Member Connection*” newsletter. The new digital edition of the newsletter provides the same great stories, but in a unique way. Our newsletter will now be available on any device from a desktop computer to a smartphone.

OTHER NATIONAL PROJECTS

A CUPW Child Care Fund Think Tank was held in 2015 to support knowledge transfer for our then new Child Care Coordinator, Shellie Bird. CUPW leadership and staff familiar with the Fund, key partners and research consultants attended, and some challenges were identified:

- How to meet the needs of members in rural and remote areas and those working non-traditional hours, more effectively;
- The difficulty for project partners (child care centres) to make extended hours work because of fluctuations in the number of members needing this service at any one time;
- The Fund’s cash flow and capping of dollars, together with fluctuations in CPC annual profits, creates instability and uncertainty about the viability of sustaining new projects.

Over this past mandate, we have tried to address some of these challenges through a number of inter-related exploratory and pilot projects. This also included how the Fund might benefit even more members. This is set-out as follows:

UPDATE: FINDING QUALITY CHILD CARE



In Fall 2013, CUPW and CRRU (Child Care Research & Resource Unit) launched a bilingual website - a first of its kind in Canada.

Findingqualitychildcare.ca provides resources for parents looking for quality child care that is affordable and meets the needs of their families.

In 2015, the Federal Liberals came to power on the promise of a national child care program. Since this time federal funding and-multilateral and bilateral child care agreements have been signed with provincial/territorial governments.

This renewed federal role contributed to a seismic change in provincial/territorial child care “systems”. To stay current and to capture these changes we updated our finding quality child care website.

NATIONAL DISABILITY DATABASE – WEB PORTAL

Many parents or guardians who have children or adult sons and daughters with disabilities, struggle to find the programs, services and supports they need for their children.

In 2016, we found an avalanche of disability websites but no centralized listing of information, resources and support services across the spectrum of disabilities. Nowhere was the information accessible.

We began working with our community partners’ 211ON and 211NS to pilot a disability portal/interface page that would access the disability databases of 211ON and 211NS. The initial phase of this project will focus on Ontario and Nova Scotia, but solutions will be developed with the goal of bringing other 211 providers across Canada on board over the next two to four years.¹

¹ 211 numbers are Community and Social Services Helplines

INFORMATION RESOURCE AND REFERRAL PROJECT

We have been working with the Westcoast Child Care Resource Centre (Vancouver) over the past three years to develop a child care and children services information, resources and referral pilot project. Its purpose is to design and pilot a shared child care and early childhood resource phone line and web portal. The portal will be available to CUPW and UPCE-PSAC members who live and work in the Lower Mainland of British Columbia, and will allow members to access child care and child related information across the region, at their convenience.

Our goal is to expand this project to the rest of British Columbia over time and then, if successful, use it as a model to provide child care information and referral services to members right across the country.

FAMILY HOME CHILD CARE TRAINING MANUAL

Many postal workers are unable to access group licensed child care because of work hours or because services are not available close to where they live or work. The Fund has been challenged to develop projects to address these needs. We needed to think outside the box. In 2016, we began work with the Canadian Child Care Federation to update and revise their Family Child Care Training Manual.

Research shows that child care undertaken in home settings is often of lower quality when compared to centre-based care. Children in family child care settings often display lower rates of cognitive and language growth than children in centre-based care. Research shows that on most indicators of quality, children in family child care settings are exposed to less favorable experiences than those in center-based care settings.

This project, now in its 4th phase, is seeking to ameliorate this situation by undertaking a number of activities:

- Meeting home child care agency and government officials in Alberta, Manitoba, Ontario, Nova Scotia and Newfoundland and Labrador;
- Holding two steering group meetings to assess and refine the work of this project;
- Holding a two-day Home Child Care Think Tank that brought home child care agencies, home care providers, government officials, researchers and academics together to discuss and find a consensus on a revised and updated CCCF (Canadian Child Care Federation) Training Manual.

ASSESSMENT OF CUPW CHILD CARE PROJECTS

Many of our child care projects have been in existence for 15 years or more. In this time, we have not undertaken an assessment to ensure they continue to meet the needs of members they are intended to serve.

Through this assessment, we want to know if the projects still work for members. We want to know if members like the services that are provided. Are there supports we could provide to the local to better promote these projects? Do our child care partners continue to feel the project meets their needs and the needs of other families in the community?

This assessment will provide an opportunity to confirm whether or not our child care projects continue to meet the goals and objectives of the Fund and the child care needs of members.

CHILD CARE UNDER THE FEDERAL LIBERALS

We continue to face a child care crisis in Canada with only 25% children being able to access a regulated space.

Affordability remains a problem that puts quality licensed child care out of reach for most postal workers. During this mandate, CUPW actively engaged with other unions and community organizations to make child care a defining issue in the 2015 federal election.

The Federal Liberals' came to power on the promise of working with the provinces/territories to create a child care framework that would ensure affordable, accessible inclusive child care for all families. This was promised through a Multi-Lateral Child Care Agreement and individual Bi-Lateral Agreements with each of the provinces/territories. This included a commitment of substantial federal funding to assist provinces/territories to meet the obligations set out in the agreements.

The reality is that these agreements and the funding are simply not enough to solve the child care crisis in this country. In fact, funding and weak agreements have led to an increase in corporate for-profit child care. As we head toward the 2019 federal election we will continue to work with the Child Care Advocacy Association Canada (Child Care Now) to push both the federal and provincial/territorial governments to do more. We need stronger framework agreements, and we need substantially more funding and a commitment to develop services in the public/non-profit child care sector.

We will continue the work with our allies as we head toward the 2019 federal election. We will push governments to reject the market-based patchwork approach to child care and to embrace truly comprehensive, public/non-profit systems of child care that are good for children and affordable for families.

INTO THE FUTURE

There is no question that CUPW has been able to use the Child Care Fund to support our members with their child care needs in very practical ways. We would like to support even more members, but we need to do this in a way that takes into account the cap on the Fund and how money is flowed into it.

The Fund stipulates that CPC injects four installments per year, plus one lump sum which equals 0.5% of CPC profits. This arrangement means we are unable to adequately predict the annual amount the Fund will receive in profits, if any. Consequently, we have to carefully manage the funds within the imposed set limit or cap to maximize the full potential of our programs. Our inability to forecast makes it difficult to create new community-based projects and then to sustain them. During this past mandate, we put multi-phased and multi-year projects in place to explore options to deal with these challenges and, at the same time, reach more members who could benefit from the Fund.

The Union will use our website and community websites to improve the visibility and access of our projects. We will continue to lead on child care issues and to explore all avenues to support members in finding good quality child care.

This will mean working closely with other unions, disability, and child care organizations for a national child care system that is inclusive of all children and family needs. CUPW will play its part.

STAFF

Jamie Kass was the CUPW National Child Care Coordinator from 1995 – 2016. She was tireless in her efforts to make our Child Care Fund work for members. She worked closely with community partners to improve quality child care options for CUPW member-parents, especially with those with children who have special needs. Jamie was an advocate for parents in their search for affordable quality child care. She was also an active trade unionist who worked to improve the wages and working conditions of early childhood educators. Jamie was a founding member of the *Federal Child Care Human Resources Sector Council*, which operated from 2003 to 2013. The Sector Council was tasked with undertaking research and to make recommendations to the federal government on child care human resources issues. Jamie Kass, who worked for 20 years on the Child Care project, retired just prior to this mandate.

Wendy Iler, who worked in Education at CUPW for 30 years, also retired. She leaves us with an excellent education program that she did so much to build, cultivate and support. She will be missed for many reasons, not the least of which is her colossal institutional memory. Her dedicated service to CUPW and struggle for the marginalized and oppressed in a permanent stamp she leaves with our Union. She deserves best wishes from all postal workers, who have benefitted in some way from her work. She will be missed. We wish her a happy retirement.

Shellie Bird came in as the specialist replacing Jamie Kass in 2015. Claire Delisle is the new education specialist hired to replace Wendy Iler. The Union conducted very thorough hiring processes in both cases and are delighted to have them on board as CUPW Child Care and Education grow and evolve to face coming struggles.

CONCLUSION

CUPW has some amazing advocates and rebel energy. We have accomplished a lot together. They defend members and the collective agreement on the shop floor and in arbitration. This is important work. It is not the only work. It is not enough to just maintain the current order but to change and transcend it. That comes from struggle, strategic planning, creativity and realizing our own power.

We have a solid education program that has adapted over time to deliver quality education on a number of topics. From advocacy to direct action we remain a Union capable of so much more.

We have a child care program that makes a real difference in many lives and builds on the CUPW reputation as a path breaker.

We stand on the shoulders of those who came before us. Let us continue to build a legacy of working-class power that changes our workplaces and society, that champions education as one of the tools to get there, and that continues to invest knowledge and strategic tools for the benefits of postal workers, their children and families.

In solidarity,

Dave Bleakney
2nd National Vice-President

APPENDIX 1

CUPW COURSE LIST — 2015 - 2019



REGIONAL COURSES

.5 DAY AND 1-DAY COURSES

Know Your Route
Fighting Back: How to Organize to Make Change (1-day)
Mobilization, Readiness and Action (1-day)
Shop Steward—Basic (1-day)
Harassment and Violence Awareness (4-hour)
Short-term Disability Plan (STDP): A Local Perspective
Human Rights for Local Leaders
Accessibility (making spaces accessible for the differently-abled)
Pension Course
CUPW History and Orientation (4-hour)

3-DAY COURSES

Solidarity Skills
Knowing our benefits
RSMC Collective Agreement
Collective Agreement Update — Urban Collective Agreement
Know your Rights — Urban Collective Agreement
Basic Health & Safety — Urban Collective Agreement
Health & Safety Representatives
Updating Routes and Basic LCRMS
Media Training
Political Action
Fighting Back: How to Organize to Make Change (3-day)
Mobilization, Readiness and Action (3-day)
Grievance Handling
Social Stewards (3-day)
Role and Responsibilities of the Local Secretary-Treasurer
Temporary Workers and their Rights
Human Rights
Turtle Island Training
Harassment and Violence Awareness
Welcome to CUPW
Mental Health in the Workplace
Claiming our Power (Status of women in society)
Labour History

5-DAY COURSES

Basic Observer Training
Leadership Skills
Fighting Back: How to Organize to Make Change (5-day)
Shop Steward — Advanced
Mobilization, Readiness and Action (1-day)
Shop Steward — Basic
Social Steward (5-day)

NATIONAL COURSES

Union Education Program (UEP)

5-DAY COURSES

Regular Arbitration
Level 1 Facilitator Training
Level 2 Facilitator Training
Instructor Training (3.5-day)

3-DAY COURSES

Human Rights for CUPW Leaders

2-4 HOUR COURSE

International Solidarity

REPORT OF THE 3RD NATIONAL VICE-PRESIDENT

This is my report for the 2015 to 2019 mandate of the Canadian Union of Postal Workers. I have included subjects that fall under my responsibilities as the 3rd National Vice-President, responsibilities designated to me by the National Executive Committee and the National Executive Board and other matters I have been involved with.

This mandate has been challenging with the changing global postal sector, changes in the operations of Canada Post, the impact of the shift in retail purchasing practices and the roll out of the gig economy. Employers everywhere look to abandoning the employee model in favour of self-employment models designed to increase profits and place the liabilities on the backs of workers. The rapid evolution of technology and consumer demands places a great strain on public services and our communities. CUPW must protect the membership now and in the future. This is not the time to cut services or operations within the union. The leadership must look to the future to ensure meaningful, safe jobs and expanded services to our communities.

The vast majority of our membership are employed at Canada Post Corporation (CPC). Like many employers, CPC is relentless in its desire to reduce labour costs through less employees and benefit reductions. This is no different from the past. CUPW has had to contend with this approach at bargaining and between collective agreement renewals. In some of our private sector negotiations we have seen the same desire as employers seek changes to reinforce the non-employee status of our members. Nowhere is this more apparent than the TForce (Transforce) negotiations.

Following our victory in halting the conversion of door-to-door delivery to centralized delivery CUPW saved thousands of full time jobs across the country. This ranks high on the list of achievements of the union. It is important to note that this was as a result of participation and support by Locals and members working in their communities with allies and supporters. The national “Save Canada Post” campaign resonated in a way many of the membership discounted at the outset. Comments at meetings and through social media reflected a sad acceptance of the Five Point Plan introduced by CPC and immediately endorsed by the Harper Conservative government. We heard comments like “It’s a done deal” “Move on”.

Well, we moved on to fight the Five Point Plan and particularly the delivery conversion as we knew the impact on the members would be severe. We poured a lot of resources into our plan which resulted in the new federal government in late 2015 making their first policy announcement – The conversions would halt. Unfortunately they reneged on their promise to restore delivery to all points of call that were changed. As a result of the CUPW campaign a post-election news report by the CBC listed postal delivery in the top six election issues. We were able to turn a neighborhood issue into a national campaign issue.

While I was the officer responsible for the campaign, this was a true collective campaign of the union similar to others in the past. The National Executive Board appointed Coordinators, following a national posting to all members. Over the mandate there were 18 members filling the role of coordinator. Each member brought his or her own skills, abilities and knowledge to the campaign. I thank all of them for their work and sacrifices for the membership. Additionally regional officers and union Representatives played a significant role in the campaign. Many Locals added to the success of the campaign by adding their own initiatives to the national campaign. The NEB, union Representatives and our Specialists and Communications people at national office were instrumental in producing material under very stressful circumstances with many other priorities such as CPC negotiations demanding their attention.

Where we go as a Union in the future is up to the delegates at Convention and the incoming NEB. I believe in and practiced a policy as much as possible of advertising appointed positions to the membership. I have used a collective approach to establishing a list of possible choices based on gender balance and diversity in conjunction with skills, experience and the desire expressed in the application. Choosing members solely because they are friends, members of a particular Local or because their home location will save the union money is wrong. Decisions based on an individual's work performance and interaction with others is also a difficult task. However, it is a task that leadership needs to make at all levels of the union.

During this mandate we also experienced a huge breakthrough on the Pay Equity issue for the Rural and Suburban Mail Carriers (RSMC) bargaining unit. On January 1, 2019 the culmination of over 20 years of hard work by CUPW resulted in the same wage rate and other benefits of Urban delivery members being applied to the RSMCs. Has equality been achieved for all delivery workers in the 2 collective agreements? Certainly not. However, this is a significant breakthrough between the 2016 and 2018 rounds of bargaining. In other federal pay equity cases it has taken up to 30 years for restitution to affected workers. In at least one other case in CPC a complaint by the Postmasters Association from the 1990's remains unresolved.

I was very proud to be a part of CUPW's campaign in organizing the RSMC (originally known as the Organization of Rural Route Mail Couriers – ORRMC), negotiating their first collective agreement and subsequently selecting the members of the Pay Equity Committee. The Sisters along with Brother Geoff Bickerton and our expert consultant, Paul Durber, poured their hearts into the struggle and were victorious. Thank you very much.

Recognition also must go to the NEB in the 1990's who launched the campaign to organize the RSMC and in particular two sisters for their drive and determination. Sisters Deborah Bourque and Lynn Bue were committed to the fight and as National President and Chief Negotiator, they provided real leadership on the plight of these workers.

My report deals mainly with issues surrounding Canada Post. That is only natural given the make-up of our membership. However, more attention needs to be allocated to our members in the various private sector units. As we grow as a Union in the future we can expect more non-traditional CUPW members in our Union. More members demanding service, representation and more members making their voices heard. In addition, CUPW needs to organize our new members around union and community life.

EXTERNAL ORGANIZING

The priorities for organizing new members into CUPW has remained fairly consistent over the years, following the last convention the approach and targets for organizing new workplaces has been altered partially due to the changes in the postal sector and service delivery through technology, corporate marketing and consumer choices.

Organizing priorities for CUPW are determined by resolutions, discussion papers or policies adopted at National Conventions and the National Executive Board. We have focused on the transportation and communication sectors with emphasis on workers in the postal and logistics sector and on businesses or operations directly connected with Canada Post. This includes companies that are part of the Canada Post Group of Companies and "contractors" of Canada Post. In many instances Canada Post has set up or acquired separate companies and established third party arrangements as part of a cheap labour strategy in their never ending quest for greater profits at the expense of workers.

Following the 2015 Convention Brother Aaron Spires and I have worked on a new approach to organizing. We are taking an approach similar to the model adopted by CUPW in the 1990s with an added feature. Organizing any workplace is a difficult challenge. Generally, the more workers in a workplace, the more difficult the challenge. Many unions and community organizations in North America and elsewhere have adopted a long term strategy. This involves dedicated full time experienced Organizing Coordinators to not only work directly with workers but to also work in their outside communities. The goal is to establish relationships with people and encourage placements in the workplace and prepare for a sign up campaign and establishing an inside committee. The placements are not paid by CUPW. A thorough analysis of workplace problems is a precursor to a campaign launch. Once a sign up campaign is launched, trained CUPW members will be used.

The NEB adopted this model knowing it was a long term approach and would require significant resources. This is no different from the Rural Routers campaign. Launched in 1997 and culminating in late 2002 with a sign up campaign, CUPW contributed between \$225,000 to \$250,000 per year in supporting the ORRMC. Also, the sign up campaign involving 40 to 50 CUPW members cost approximately \$1,000,000.

We have hired three professional Organizers with considerable experience – two in the Greater Toronto Area (GTA) and one in the Vancouver area. They have been successful in placing “salts” in the warehousing and logistics sector. They have also been involved in both locations with other targets. One is in the grocery distribution sector and in the relatively new sector of app based delivery services. Further information at this time cannot be released without jeopardizing the campaign. However at least one and perhaps both require a public campaign as well. The app based campaign will challenge the status quo of labour codes and will likely involve lawyers, but so did the Rural Routers campaign. Workers who are exploited and want change in their work lives cannot be ignored because of governments and employers building legal barriers to protect their own interests. CUPW must continue to strategize with a mind to long term planning. That requires open minds and the ability to dedicate the necessary resources.

The details of our organizing campaigns are contained in a separate report. I would simply like to emphasize that organizing more workers into CUPW must continue for a number of reasons.

- Improving the working conditions of workers not only benefits these workers but supports workers in unionized jobs against employers and governments attempts to take back hard won gains from the past.

- Unionized workplaces also provide a foundation for community organizing around local, environmental, First Nations, students, seniors, veterans, peace and pension issues.
- Unionized workplaces also provide a political force that is so desperately needed in times of legislative and regulatory oppression.
- Organizing workers into a union is not a short term financial investment. It is a long term organizational investment that allows future leaders to continue representing workers in a positive manner.
- Organizing workers is not an easy task. Employers instill a climate of fear, threaten job loss and bully workers into playing it safe with the status quo. Labour laws are generally not friendly to organizing campaigns. The legal battles can be lengthy and expensive. And finally when organizing campaigns are successful, negotiating the first collective agreement can prove to be far more difficult with some employers. A further challenge is ensuring the new workers are welcomed into CUPW so they stay in CUPW.

Legal Costs

A number of years ago The National Executive Board decided to access resources from the General Fund to cover legal fees related to External Organizing. This was due to some incredibly high costs related to our attempt to organize retail workers in the private Retail Outlets and costs related to the Combined Urban Services campaign. The External Organizing Fund was near a zero balance. As a result we have significantly reduced the use of lawyers related to external organizing. During this mandate the National Board of Trustees have continually noted in their report to the membership that legal External Organizing expenses come from the General Fund. After reviewing all the legal invoices during the four-year mandate I could not find any legal costs for External Organizing.

Now that the External Organizing Fund is in good shape we will ensure the Fund covers the legal costs for the balance of the mandate. The incoming board should also ensure this practice continues for the next mandate. A properly financed Fund is needed for this Union to move forward.

I believe we have made adjustments in our organizing efforts that do not require changes to our constitution. We must continue with adapting our Union to accept organizing and negotiating new collective agreements as a part of union life in the same manner as grievance/arbitration, education and representation.

Finally recognition should go to those who negotiate and enforce the collective agreements for the many bargaining units, particularly in the regional offices. This is an important part of union life that at times does not receive the recognition it deserves. Thank you for your time and dedication.

CUPW CAMPAIGNS

Following the 2015 National Convention CUPW continued with its public campaign to counter the Five Point Plan of CPC and promote a positive alternative for an expanded public postal service, jobs and services for our communities. We became heavily involved in targeting the Harper government and registered as a third party advertiser under the new Conservative imposed Election Advertising rules. Our activities included advertising on delivery services, expansion of new services such as postal banking and participation at town hall meetings and other events. We advertised in community newspapers and some locals developed local radio commercials that were well received.

CUPW also purchased an RV unit with a Save Canada Post cover. The unit travelled to many parts of the regions although there were limits due to time. This mobile billboard and accompanying press coverage gave the union significant coverage in the local and national media. It is important to note that the purchase and use of the unit was controversial within the Union. Some thought it was too much money with limited use and impact while others believed it was a good way to reach the public and mobilize the membership through workplace visits.

I supported the purchase and the need for a new approach to diversify our outreach. Social media can be a good forum for organizing support but is not a replacement for face-to-face and direct contact with members or the public. If the Union decides to conduct a similar campaign in the future, more thought should be given to inclusion and not limit participation or involvement in strategy.

Postal Banking

During this mandate the Union invested a lot of time and resources in promoting postal banking as a service to the public and a revenue generator for our public postal system. We commissioned reports on comparisons to other postal systems and confirmed what our previous studies had shown. It is a viable service that can generate profits over a period of time. Once established it will provide credible alternatives to the private sector banks, payday loan providers and provide financial services to underserved communities.

Our coordinators and various elected representatives met with many Members of Parliament and their staff. Response was as expected, supportive and skeptical with more questions for information. The government appointed a task force to investigate the future of CPC and their dismal report was forwarded to the government committee on government operations. Their report was also less than positive and it was clear that very little attention had been paid to CUPW's submissions. They relied more on their own report prepared by Ernest and Young.

Irene Matheysson, NDP MP for London – Farnworth introduced a motion in Parliament calling for a study to implement postal banking. After numerous delays the motion finally came to a vote and was defeated. While many Liberal MPs offered support for the concept many did not transfer that support to a Yes vote. Only 12 Liberals voted in favour.

CUPW must continue to advocate for a Postal Bank as part of an expansion of services plan. The incoming board will need to set some clear objectives accompanied by strategic points and tactics. And then comes the difficult part of our campaign. Who will do the work. Cutbacks will make it more difficult.

Delivering Community Power

In 2016 CUPW, the Friends of Public Services, the Leap, ACORN Canada and the Canadian Postmaster and Assistants Association (CPAA) launched Delivering Community Power (DeCoPo). This initiative offered a vision of using the infrastructure and delivery network of Canada Post to become a vehicle for a green and renewable economy. Bold initiatives to introduce new services and deal with our serious environmental challenges would create decent jobs for current and future postal workers and revitalize rural and remote northern communities. With a proper and full explanation of this initiative, DeCoPo was well received by the public and the membership in most areas of the country.

In late 2017 the National Executive Board authorized the term appointments of one full time staff person and one member from the work floor to re-launch DeCoPo. The positions were advertised and staffed based on the applications received from both outside and within the membership. The work started in 2018 with an extension to the start of National Convention in 2019. In order to ensure consistency in our approach to the public, our membership and our allies, the National Executive Board decided that the National and Quebec Campaign Coordinator would assume responsibility for all campaign assignments and contacts in the Metro-Montreal and Quebec regions.

It is my hope that the DeCoPo work continue. Any assignments determined by the NEB should be advertised to the membership after convention as in the past with adaptations as determined by convention delegates and respecting the collective agreements with our bargaining units.

STRATEGIC LONG TERM PLANNING

For many years CUPW has justifiably assessed and debated the use of our financial resources. For some, a pure business approach of revenue and expenses is a measure of success. Others are willing to stretch the elastic band to deal with the immediate needs or priorities of the membership.

Our current financial situation cannot be isolated to simply the last line of our General Fund statement. We are not in a financial crisis. With a full examination of our Reserve Fund, our Defence Fund, our property investments, the substantial CUPW Life Insurance surplus, the CUPW Building Society Fund and the External Organizing Fund we have the resources to carry out the work of the Union. Additionally we have access to the employer paid funds through provisions of the Collective agreements. The Education funds, the Child Care Funds, the Appendix “AA” work, the Service and Expansion Fund (Appendix “T”) and the International Solidarity Fund (Appendix “R”) all allow us to address the challenges and commitments we face. The initial rebate of RSMC dues following the Pay Equity decision shows the potential of a considerable increase of revenue as well.

With a diverse source of resources CUPW must look at our future with a plan of where we want to be in a world that is changing and adapting at an exponential rate. We cannot sit back and adopt a reactionary mode of survival. We need to ensure goals or objectives are set beyond the political four-year mandate. Strategies for the long term should be established with a clear plan.

The approach in the past regarding protections with the introduction of new technology, the amalgamation of the various bargaining units, the organization of Rural Route Carriers and the protection of door-to-door delivery was initiated through a look into the future and recognition of the work needed for success. As a result of including the Rural Routers in the 2003 negotiations, we now have 9,000 more members in CUPW.

As a result of the Save Canada Post Campaign we prevented the loss of 8,000 full time letter carrier positions.

In March 2019, the National Board of Trustees reported between July 1, 2017 to December 31, 2018 there was an increase of 2,145 members in the Urban unit, 618 in the Rural unit and 135 in the Private Sector units for a total increase of 2,898 members. This follows a steady decrease in previous years.

These numbers reflect the planning of the past and the hard work of all of us.

COALITIONS & LABOUR MOVEMENT

CUPW has a long and proud history of working with social justice and labour movement organizations. This solidarity has many benefits. It inspires us. It strengthens our voice and actions. It reminds us that we are not alone. And, it helps us fight for a better world.

CUPW members are active participants on the executive of many federations of labour and labour councils. We continue to be a strong voice for solidarity, respect, and justice locally, nationally, and internationally. Many CUPW members do important and invaluable work in the labour movement. During this mandate the Canadian Labour Congress (CLC) held its 29th National Convention. There was one change in the senior leadership. Larry Rousseau of the Public Service Alliance of Canada was elected as a Vice-President, while the former CUPW 4th National Vice-President, Donald Lafleur, was re-elected as a Vice-President.

The electoral process at the CLC can be very complicated and confusing as some affiliates try to balance regional or sectoral representation in determining leadership. At times this pales to the direction and priorities of the Congress in between conventions. During this mandate we have seen a stronger link develop with the Liberal government and the CLC. Given the government's support of Canada Post's position on equality for women it is difficult to understand the reasoning for this alliance.

On November 22, 2018, the CLC issued a release entitled *Finally! Government Takes Action to Fix Gender Wage Gap* praising the government for an initiative known as "narrowing the gender wage gap". On the same day in the House of Commons, Labour Minister Patty Hadju introduced Bill C-89 slamming the door on negotiations to bring true equality to the RSMCs.

A strong labour central is essential for developing alternatives for workers and society in general. Organizing affiliates and the membership to implement the strategies required cannot be guided by the government in power. Leadership is important. Organizing resistance and preparing for the future are more important. As of the writing of this report I have been told that a review of the CLC structure with recommendations has been completed. There may be structural changes that are necessary. Hopefully, an aggressive approach to mobilizing our communities to effect positive change is also in the near future.

Throughout this mandate CUPW has worked with allies and participated in events to build support for our issues at the bargaining table. We have also shown our solidarity with other organizations. This includes direct participation in events, organizations, and coalitions, membership mobilization, and financial support.

Despite the change in government in 2015 attacks on public services, workers and institutions that have served many people well over the years has continued. Only through collective planning and action can we move forward in the future.

Over the past mandate the Union at the national level provided sustaining support to many organizations. These include:

- The Leonard Peltier Defence Committee of Canada (LPDCC)
- Common Frontiers
- The Canadian Centre for Policy Alternatives (CCPA)
- The International Civil Liberties Monitoring Group (ICLMG)
- The Congress of Union Retirees of Canada (CURC)
- Canadian Research Institute for the Advancement of Women (CRIAW)
- Child Care Advocacy Association of Canada
- Shareholder Association for Research and Education (SHARE)
- Rabble – Alternative Media
- Canadian Centre for Gender and Sexual Diversity
- Ricochet Media

CUPW has also supported many other organizations and campaigns. We do this because we know that our allies sometimes need financial assistance to carry out our shared agenda.

Organizations we provided financial support to include:

- Canada Peace Alliance
- ACORN
- The Council of Canadians
- Native Women's Association of Canada
- Bullying Canada
- Canadian Injured Workers Alliance
- Climate Action Network Canada
- Green Economy Network
- Immigrant Workers Centre
- Justice for Mohamed Harkat Committee
- National Indigenous Survivors
- Trade Unions for Energy Democracy
- Worker to Worker Solidarity
- Workers History Museum
- Canadian Council for International Cooperation
- Codevelopment Canada (Codev)
- Strike – The Movie

CUPW must continue to give real meaning to the trade union slogan that an injury to one is an injury to all.

PERSPECTIVE

Under article 11.11 of the national constitution the 3rd National Vice-President is responsible for the publication and distribution of the national journal, the Perspective. Of course the production of this publication is a collective process that involves many elected and staff representatives.

During the last mandate we have not produced the required number of editions of Perspective. The target of 6 per year represents the era before social media and electronic communication. During this mandate as in the previous years the timeline to produce and distribute an edition of Perspective is approximately 3 months at a cost of \$50,000 per edition.

The reasons for not achieving a new edition every 2 months are varied. During this mandate we went through 2 rounds of negotiations, the Pay Equity study and arbitration, campaigns to stop the conversion of door-to-door delivery, promote the establishment of a postal bank, a federal election and a review of the mandate of Canada Post. All of these events required the attention of staff that would otherwise be working on the production of Perspective. We also experienced delays in staffing vacancies and absences in our Communications and Research department. While this may save money it comes at a cost of not being able to get the work completed.

After a review of the style and format of our National Journal a decision was made to change from a tabloid format to a magazine style format with separate language editions. This will save on production costs. Copies will continue to be mailed to members' homes.

The incoming NEB must evaluate the production and distribution of Perspective in line with the constitution, recognizing the resources available. While some changes could be made in line with the current constitution, the next convention may need to address communications with the membership on a wider scale.

RAND MEMBERS

The 3rd National Vice-President is responsible for ensuring members are signed up as union members. The National Board of Trustees regularly report on Members-In-Good-Standing (MIGS), Members and Rands. Rands include workers who have never signed union application cards and members expelled from the Union under article 8. The vast majority are the former. According to the National Board of Trustees report, as of December 31, 2018 the average number of Rand members was just over 5,425 workers, approximately 10% of the membership. This is an increase of approximately 1000 workers or 1% of the total membership from 4 years ago. This must be reversed given the language in the urban and RSMC collective agreements that require compulsory membership. In the past, a list of Rand members has been sent to all Locals but obviously has not had much of an impact.

Locals must ensure procedures are in place ensuring all new employees sign a membership application card. This guarantees new workers receive all the information from the Union and are entitled to the benefits of the CUPW Life Insurance Plan.

NEGOTIATIONS AND PAY EQUITY

Under the national constitution the 3rd National Vice-President is responsible for campaigns for negotiations. Certainly the negotiations for the Urban Operations and the RSMC units are major campaigns that involve other officers, union Representatives and Specialists in our Research and Communication department. We also have numerous negotiations in our private sector units that may not have the same prominence but are just as important to those members and the Union.

The National Executive Board appointed Brother Sylvain Lapointe as Chief Negotiator for the Urban bargaining unit and myself as Chief for the RSMC unit in the 2016 negotiations. I had been directly involved in the first round of bargaining in 2003 and with the subsequent reopener. It was a very frustrating experience due to Canada Post's dismissive approach to the working conditions of the RSMC and their demands for further cuts to urban labour costs. The change in government did have an impact as they withdrew two 72-hour lockout notices after comments by government representatives that negotiated settlements were preferable.

Ultimately the government appointed a special mediator, William Caplan, who managed to mediate a settlement on some Collective Agreement issues and also a Memorandum of Understanding (MOU) to deal with the pay equity issue for the RSMCs in a relatively quick process. Arbitrator Maureen Flynn was subsequently appointed by the government to mediate and arbitrate a decision on the issues allowed under the MOU and the legislation.

Both NEB decisions on the tentative agreements were controversial with the membership. Following the ratification of both collective agreements, the Board appointed three Sisters from the Negotiations Committees to the Pay Equity Committee who had the knowledge and experience to deal with the issues and the employer. In addition to Sisters Nancy Beauchamp, Barb McMillan and Cathy Kennedy as the CUPW representatives on the Committee, Brother Geoff Bickerton was assigned to work with the committee and our 4th National Vice-President, Martin Champagne, and myself were appointed as Board liaisons with the committee. The Union also hired Paul Durber as our expert consultant. Paul's contributions to our success were outstanding. All members and CUPW were fortunate to have his expertise and dedication throughout the process.

The short duration of the contracts resulted in a second round of negotiations in this mandate while the Pay equity process was also being finalized. We served notice to bargain in late 2017 and met the same resistance from Canada Post in dealing with solutions to the membership's problems and the challenges for the future viability of our public postal service. CPC's belief that reducing labour costs was the measure of success contrasted with CUPW's vision of new services providing revenues and growing our communities through environmentally sound infrastructure renewal.

In 2018 we received Arbitrator Flynn's decision on pay equity. For almost 2 years meetings with the Corporation dragged on followed by mediation and arbitration. Finally we received a decision on remedy covering many of our objectives. Members saw their hourly rate increase to the letter carrier rate accompanied by many other benefits. Outstanding negotiations issues are currently in the arbitration process before Mediator/Arbitrator Elizabeth MacPherson.

The time and effort poured into this process by Sisters Beauchamp, McMillan and Kennedy and Brother Bickerton illustrate the contributions required for success and cannot be forgotten. We must also recognize other union representatives at different levels of the union, staff and members who contributed their knowledge and input. A true collective effort for a huge significant victory for women.

PRIVATE SECTOR UNITS

During the next mandate all of our private sector units will be in bargaining. For the most part regional representatives deal with negotiations and support campaigns with assistance from the national office. Negotiations for our Private Sector Units come with a number of challenges.

- Employers adopt delay strategies to make the Union irrelevant to the workers in the hope that members will decertify the Union.
-

- We expect officers and union representatives to undertake negotiations while continuing with all of their other responsibilities.
- We do not have a large enough pool of trained experienced negotiators.
- A lack of resources dedicated to supporting negotiations and negotiating committees.

My above comments are not a criticism of anyone or region, it is simply a comment on some problems that we need to address. There are solutions. More training and mentoring are fairly basic. Others will take a bit more creativity and willingness to look beyond our traditional way of working in the Union.

FUTURE CAMPAIGNS

CUPW has committed to numerous campaigns on our own or with other organizations. This convention will likely make more commitments

Yes, there may be a limit. However there are campaigns of the labour movement, First Nations communities, the Women's movement, student groups, Human rights organizations, environmental groups and others, both local and global that we have supported in the past and must continue to support in the future. These campaigns define CUPW and also give real meaning to solidarity with no borders.

THE PRINT SHOP

As the Officer responsible for the Print Shop operations I work closely with the 3 person staff to coordinate the assignments requested by staff. It can be a daily challenge to match the workload to the staffing complement to the time available. We attempt to minimize contracting out work to outside suppliers. Our attempts to match the work related expenses to the proper budgets has not been successful. I recommend the incoming NEB continue this process to enable proper budgeting of the Union's financial resources. The three workers in the Print Shop are truly amazing in their skills and ability to deliver on some of the more complex requests.

Thanks Brian, Christine and André. I've always enjoyed our discussions and I truly appreciate your work and extra push to meet deadlines.

CLOSING

This mandate has been a very challenging four years for everyone. Two rounds of negotiations for the UPO and RSMC units in one four-year period is a huge stress factor on the Union and the membership. Add a federal election, a review of Canada Post's mandate, legislation suspending collective bargaining and a change in leadership at CPC all add up to constant re-examination of the Union's focus.

Unfortunately, during this mandate the sub-committee struck by the NEB to examine the structure of the Union did not accomplish much other than meeting twice. Any structural changes must include all levels of the Union. Focusing on only one will only lead to a more disjointed, disorganized structure. It appears those advocating for change at the national level did not look at the history of the Union and why decisions were made.

As tempting as it may be I will not get into the administrative problems in the Union as this will only serve to create further division. Our goal should be to build strength through unity, not through division. Our goal should be able to have the proper resources in place and not under resource the Union's ability to represent the members. Keep personal dislikes and vendettas out of the picture. Make decisions based on what is best for the members, not friends or political allies.

I would like to thank the people I work with on a regular basis for their support and hard work - Brother Aaron Spires for his dedication and contributions to organizing new and current members, all the Administrative staff, with special thanks for the support and advice from Dani Nadeau, the Regional Education and Organization Officers, the Communications and Research department, the Campaign Coordinators and Delivering Community Power people, the Translators and the other Officers, union Representatives and appointed members and retirees. Over the years two activists have had a big impact on me - Sister Kathie Steinhoff and Brother Geoff Bickerton have provided principled guidance and suggestions for the membership and the Union.

And many thanks and appreciation to my partner for the past 30 years, Cathy Kennedy who pulled me through some very tough times.

And finally to all the members who have been there in the fight for a better life, thank you for supporting the Union and your messages and suggestions. Positive or not, they are all important.

I announced in January that I was not re-offering, a commitment I made four years ago. I look forward to new challenges and adventures that will include family and friends and I will offer what I can to the fight of CUPW and others in achieving justice.

The Struggle Continues.

Solidarity,

A handwritten signature in blue ink that reads "George Floresco". The signature is written in a cursive style with a period at the end.

George Floresco
Third National Vice-President
Canadian Union of Postal Workers

REPORT OF THE 4TH NATIONAL VICE-PRESIDENT

Dear Sisters and Brothers,

As per section 3.04 of our National Constitution, I respectfully submit this report to our convention delegates.

STAFFING

The 2015-2019 term began with stopping Canada Post's initiative to eliminate door-to-door delivery. This was a partial victory for postal workers and the Canadian public. Residents who saw their door-to-door delivery service moved to community mail boxes continue to have to walk to go get their mail. Since then, the employer has focused instead on reducing staffing levels through automation and overburdening.

With the help of the people in the department I oversee, we supported the negotiating committees in two rounds of negotiation, 2015-2016 and 2017-2019. One of the victories of this past term was getting access to information, which should lead to better follow-up of the workload urban letter carriers and rural and suburban mail carriers are required to handle. Currently, we have language signed by both parties, and the arbitrator mandated under the back-to-work legislation (C-89) ruled, in February 2019, that signed language would be part of the new collective agreements. We have also been involved in trying to obtain equivalent rights for Group 1 staffing, but we will likely have to wait for the final decision to put an end to the Canada Post Corporation's abusive practices, which include understaffing and improper use of temporary and part-time workers.

With the regions, we used the videoconferencing system to be able to hold discussions across the country. The main issues we dealt with were grievances under clause 47.11 of the collective agreement, and separate sortation from delivery (SSD). In the upcoming term, we plan to make greater use of this tool, particularly to exchange new information as it becomes available.

CLAUSE 14.28 REPORTS

Here is a summary of the reports on hours paid to employees by group, as provided by the Corporation:

HOURS PAID – COMPARISON BETWEEN GROUPS – 2014-2018						
GROUP		2014	2015	2016	2017	2018
GROUP 1	FT	18,666,482.16	17,794,560.33	17,456,317.99	18,871,934.03	20,217,329.88
	PT	5,760,883.33	6,141,360.66	6,106,498.96	5,844,335.81	5,385,228.58
	TEMP	2,135,114.40	2,251,718.54	2,026,313.12	2,231,556.42	2,489,285.99
	TOTAL	26,562,479.89	26,187,639.53	25,589,130.07	26,947,826.26	28,091,844.44
GROUP 2	FT	36,609,202.36	35,008,252.89	33,799,779.85	34,109,013.41	33,669,044.97
	PT	2,253,082.14	2,198,587.16	2,233,134.33	2,369,515.44	2,421,872.68
	TEMP	4,107,600.31	4,606,103.12	4,054,407.25	3,902,280.02	3,855,280.57
	TOTAL	42,969,884.81	41,812,943.17	40,087,321.43	40,380,808.87	39,946,198.22
GROUPS 3 AND 4	FT	1,613,264.56	1,564,119.16	1,500,865.73	1,424,133.22	1,373,209.61
	PT	-61.4	-670.2	0.00	0.00	0.00
	TEMP	8,584.02	3,832.74	4,523.18	2,945.07	3,592.63
	TOTAL	1,621,787.18	1,567,281.70	1,505,388.91	1,427,078.29	1,376,802.24

It should be noted that in the summer of 2016, there was the possibility of a work disruption and that a labour dispute did occur in 2018.

GROUP 1 – APPENDIX “P” RATIO

Appendix "P" - 2014-2018 Comparison					
	2014	2015	2016	2017	2018
Full Time Regular Paid Hrs (A) (HR)	17,750,981	16,841,328	17,039,682	18,139,233	19,021,474
Part Time Regular Paid Hrs (B) (HR)	5,535,781	5,845,875	5,870,112	5,617,541	5,196,611
Total Regular Paid Hrs (C=A+B) (HR)	23,286,761	22,687,203	22,909,794	23,756,774	24,218,086
Term/temp Regular Paid Hrs (D) (HR)	2,014,725	2,144,537	1,958,825	2,145,554	2,321,746
Grand Total Regular Paid Hrs (C+D) (HR)	25,301,486	24,831,740	24,868,619	25,902,328	26,539,832
Casual Sick (HR)	89	24	(9)		
Certified Sick (HR)	(233)	58	0		
Personal Day Planned	137,462	157,376	149,054	190,673	139,760
Personal Day Urgent	412,250	389,198	398,288	514,515	406,958
STDP	901,658	846,248	904,460	950,515	928,573
Injury on Duty	130,623	104,169	123,541	132,250	178,370
Special Leave (HR)	12,274	14,727	13,209	14,445	11,682
Early Departure (HR)	376	381	375	376	386
LWOP - Sick (HR)	191,873	219,844	258,372	239,865	283,779
LWOP - Other (HR)	320,785	307,664	310,887	267,079	459,222
LOA > 30 Days	1,780,790	1,867,522	1,869,228	1,767,012	1,888,096
Total Absenteeism (E) (HR)	3,887,947	3,907,212	4,027,405	4,076,730	4,296,826
Unadjusted Ratio	70.160	63.180	64.020	64.700	65.930
Adjustment Rate (F=E/C)	0.1670	0.1722	0.1758	0.1716	0.1774
Adjustment Rate %	16.70	17.22	17.58	17.16	17.74
Alpha (Adjustment Rate - 0.0857)	0.0813	0.0865	0.0901	0.0859	0.0917
Full Time Adjusted Ratio %	75.83	73.64	74.72	76.02	78.22
Full Time Positions to Create	292	573	431	272	0

During this past term, the Corporation only maintained the national ratio of 78% in one fiscal year, 2018, and that was because of the labour dispute. As a result, the Corporation is required to create positions. The problem is that, instead of creating them where the need is greatest, as per CUPW’s recommendation, the Corporation created the positions in large mail sorting plants. This makes it very difficult for us to check if, when creating positions in one section, the Corporation is abolishing the same number of positions in another section at the same time or a few months later.

Since, almost every year, the employer is failing to abide by the provisions of Appendix “P”, we strongly encourage all locals to resume filing grievances when violations of clauses 39.02 and 39.03 occur, as well as to document the need for full-time positions.

GROUP 2 – FORM 075

National Totals - 075						
		Dec-14	Dec-15	Dec-16	Dec-17	Dec-18
Full-time routes	Foot	4,848	4,054	3,582	3,550	3,302
	Motorized	8,236	8,263	8,442	8,633	8,865
	Total FT	13,084	12,317	12,024	12,183	12,167
Part-time routes	Foot	250	215	180	172	177
	Motorized	628	676	703	720	741
	Total PT	878	891	883	892	918
Total variable at 100%		2,781,435.42	2,571,653.86	2,530,162.74	2,601,944.82	2,612,798.55
Total variable at route coverage		1,756,733.65	1,592,233.90	1,521,837.92	1,534,744.28	1,502,078.38
Percentage of coverage		63.16%	61.91%	60.15%	58.98%	57.49%
Total of possible POC		9,412,302	9,549,324	9,410,472	9,691,739	9,729,806
Average POC per route		674.14	723.00	729.10	741.24	743.58
Total Workload		6,464,300.86	6,129,556.85	5,981,945.98	6,074,809.89	6,127,055.72
Neighbourhood Mail Allowances		137,335.71	144,831.87	132,143.19	150,351.71	224,505.48
Source: 075 provided quarterly by CPC as per clause 47.24 of the collective agreement						

The fluctuations in the number of routes during this period result from the end of the conversion of door-to-door delivery to CMBs in 2015, the addition of time values for neighbourhood mail preparation in 2018, and the obsolete calculation of percentage of coverage, which is in a downward spiral and increasingly farther from reality, to name but a few reasons.

COMMUNITY MAIL BOXES (CMBs)

CMB	1 st Implementation		Before	After	Difference	% Difference
2014	12 Depots	Full-Time	273	144	-129	-47.3%
		Part-Time	26	21	-5	-19.2%
2015	75 Depots	Full-Time	1986	1198	-788	-39.7%
		Part-Time	138	153	15	10.9%
Totals	87 Depots	Full-Time	2259	1342	-917	-40.6%
		Part-Time	164	174	10	6.1%

This chart shows the impact of the elimination of door-to-door delivery. It should be noted that the data used is only for initial route restructures that replaced door-to-door delivery with community mailboxes, and does not take into account subsequent restructures. It does not differentiate between the numbers resulting directly from this initiative and those that stem from other aspects of the restructures that affect the number of routes. It should also be noted that, in some facilities, the Combined Urban Services (CUS) work was included in the RSMC and urban routes.

SEPARATE SORTATION FROM DELIVERY

Separate Sortation from Delivery			Before		After			Ratio
			Full Time	Part time	Routers	Full Time	Part time	Routes per Router
2017	B154	Laval ouest	81	2	8	74	3	9.44
		Laval-Ouest facility	81	2	8	74	3	9.44
2018	C127	Toronto Q	40	4	8	38	1	4.81
	C129	Toronto S	31	2	7	44	6	6.71
	C123	Toronto K	51	6	6	33	4	5.83
	C119	Toronto F	15	2	4	16	3	4.38
	C147	Toronto Charles St	17	2	4	15	2	4.00
		Wicksteed facility	154	16	29	146	16	5.03
	E077	North Fraser 1	24	2		24	1	
	E084	North Fraser 2	14	2		13	1	
	E003	North Fraser 3	46	7		46	4	
		North Fraser facility	38	4	10	37	2	3.80

This chart shows the transfer of inside duties to routers for the three facilities affected by separate sortation from delivery.

As soon as the implementation of this model in Montreal and Ottawa was announced in 2017, we focused our efforts along with the National Directors, the locals and the Grievance Department on ensuring this new initiative would be scrapped. The employer implemented this model in Montreal, but not in Ottawa. The following year, when it was announced that Toronto and Vancouver would be added, we used the same strategy, but failed, as implementation occurred in both locations.

Following notice, in 2019, of an additional 37 depots in 16 facilities, we began holding videoconferences and conference calls by region with the locals affected by the separate sortation from delivery notice. The goal was the same: stopping this initiative.

FORMS 111

	MSC Staffing 2016				MSC Staffing 2017				MSC Staffing 2018			
	Full time		Part time		Full time		Part time		Full time		Part time	
	Routes	Relief	Routes	Relief	Routes	Relief	Routes	Relief	Routes	Relief	Routes	Relief
Calgary Parcel Hub	41	13	14	4	45	13	17	4	52	13	25	4
Calgary Parcel Hub Heavy Vehicles	5	2	0	0	5	2	0	0	7	2	0	0
Edmonton Hub	6	1	3	1	6	1	3	1	6	1	5	1
Edmonton Transportation Shuttles	27	3	11	2	28	3	11	2	35	5	7	2
Halifax Transport	9	2	10	2	9	2	10	2	11	2	13	2
Happy Valley - Goose Bay	1	0	0	0								
Hamilton Transportation	5	5	3	0	5	5	3	0	5	5	4	0
Kitchener Transportation	15	7	5	0	25	5	9	0	25	5	9	0
London Transportation	11	4	6	0	11	4	8	1	11	4	8	1
Montreal Moyen-M	46	20	77	8	53	20	75	22	57	9	88	8
Montreal Moyen-M Heavy Vehicles	9	3	0	0	9	0	0	0	10	0	0	0
Montreal Bridge	16	4	14	0	33	2	6	0	27	4	8	0
Ottawa Hub	10	2	7	1	7	0	2	0				
Ottawa Shuttles	14	2	15	2	19	7	13	2	27	5	16	3
Quebec - Hub Hugues-Randin	28	6	16	0	31	10	16	0	36	6	19	0
Regina UTS	16	4	4	1	17	5	4	1	20	5	5	1
Saskatoon MSC	16	5	4	0	16	5	4	0	18	6	4	0
Toronto - West Transportation	52	8	17	1	75	12	26	1	85	13	32	2
Toronto 600 Commissioners	0	0	19	1	0	0	16	1	0	0	14	3
Toronto East Transportation Shuttle	36	8	49	6	32	8	49	3	32	8	50	3
Toronto - West Transportation Shuttle	51	12	87	2	51	13	99	2	51	13	100	2
Toronto - West Heavy Vehicles	43	6	0	0	43	6	0	0	49	7	0	0
Richmond PPC	83	12	13	3	56	8	26	3	60	0	31	0
Richmond PPC Heavy Vehicles	13	3	0	0	15	2	0	0	23	0	0	0
Richmond PPC Hub	28	4	41	7	52	7	19	3	56	7	22	3
Victoria	11	2	9	1	1	2	5	1	2	2	5	1
Windsor Transportation AM	10	5	5	0	10	4	6	0	17	4	5	0
Windsor Transportation PM	5	5	2	0	6	0	3	0	10	0	2	0
Winnipeg UTS	7	6	18	1	7	5	18	3	12	4	15	2
Total	614	154	449	43	667	151	448	52	744	130	487	38

In 2014, the Corporation had stopped providing the 111 reports on a quarterly basis, arguing that this was not a requirement under the collective agreement. During the 2016 negotiations, we obtained a letter of understanding that forces Canada Post to resume producing these forms.

NATIONAL WORK MEASUREMENT COMMITTEE (NWMC)

Below is a list of the members of the NWMC.

Member	Region	Local
Nicola Boone	Atlantic	New Glasgow
Tony Rogers	Atlantic	Nova
Isabelle Richard	Quebec	St-Jérôme
Vincent Voyer	Quebec	Sherbrooke
Stéphanie Robinson	Metro-Montreal	Montréal
Annie Vinet	Metro-Montreal	Montréal
Crystal DeLuca	Central	Newmarket
Edward Carey	Central	Sudbury
Kamalpreet Dhillon	Metro-Toronto	Toronto
Gurpreet Nijjar	Metro-Toronto	Toronto
Maureen Langley	Ontario	Hamilton
Christopher Coolahan	Ontario	Stratford
Kim Livingston	Prairie	Calgary
Warren Melnyk	Prairie	Edmonton
Debbie-Sue Attrill	Pacific	Penticton
Christopher Zukowsky	Pacific	Vancouver
Nicolas Presne	National Union Representative	National Office
Martin Champagne	4 th National Vice-President	National Office

I would like to thank the members of the Committee and replacements. We have worked well together. We made recommendations to the National Executive Board. Reports were also prepared by members of the Committee in preparation for the meetings.

RURAL AND SUBURBAN MAIL CARRIERS (RSMCs)

Distribution of Work in the RSMC Bargaining Unit				
	2014	2017	2018	2019
Daily KM	431,416	442,704	444,410	454,458
POCs	4,378,357	4,715,865	4,815,893	4,950,082
Full-Time	5,980	6,316	6,358	6,548
POCs per Full-Time Route	681	703	717	716
Part Time (4.57 hrs)	1,254	1,124	1,105	1,120
POCs per Part-Time Route	242	244	229	236

It will be interesting to see what changes RSMC routes undergo as a result of the arbitrator's decision on pay equity and the next collective agreement. Now that pay equity has been achieved through Arbitrator Flynn's decision, and depending on the rights we obtain to bring us closer to equality, we can expect to see new trends.

GROUPS 3 AND 4

Groups 3 and 4 Job Class Count - 2003-2019													
Local	GLMAM11	GLMAM10	GLMAM08	ELINT05	GLEIM10	GLMST10	GLSMW08	GSSTS05	GLVHE08	GLVHE09	GLELE03	GLMDO05	Total
Calgary	16	5		4	0			1	0	8	0	0	34
Edmonton	18	9		5	0			1	0	7	0	0	40
Fundy	3	1		1	0			0	0	1	0	0	6
Hamilton	23	0		2	1			0	0	7	0	0	33
Kitchener-Waterloo	1	1		1	0			0	0	1	0	0	4
London	7	0		2	0			1	0	0	0	0	10
Moncton	1	0		0	0			0	0	0	0	0	1
Montréal	65	53		7	0			5	0	29	0	0	159
Nova	10	1		4	0			1	0	4	0	0	20
Ottawa	14	8		4	0			2	0	7	1	0	36
Québec	2	1		0	0			0	0	4	0	0	7
Regina	4	2		3	0			1	0	1	0	0	11
Saskatoon	5	2		1	0			1	0	1	0	0	10
Scarborough	1	0		0	0			0	0	0	0	0	1
St. John's	6	0		1	0			0	0	2	0	0	9
Toronto	115	22		8	4			6	1	27	0	2	185
Vancouver	37	24		9	0			4	0	14	1	0	89
Victoria	2	1		0	0			0	0	0	0	0	3
Windsor	2	0		0	0			0	0	2	0	0	4
Winnipeg	14	8		2	0			0	0	6	1	0	31
TOTALS													
Total 2019	346	138	0	54	5	0	0	23	1	121	3	2	693
Total 2014	430	110	0	69	0	6	0	27	7	110	5	2	766
Total 2012	387	131	7	72	0	6	1	23		111	4	4	746
Total 2011	351	133	1	63	1	6	0	24		113	4	4	700
Total 2006	346	140	9	84	2	6	3	28		111	5	4	738
Total 2003	399	183	17	92	4	9	2	29		134	7	4	880

Despite the increase in the number of positions in Groups 3 and 4 between 2011 and 2014, in 2019, we recorded the lowest number of jobs since 2003.

PRIVATE SECTOR

Private Sector Bargaining Units				
Region	Bargaining Unit	MIGS	RAND	Total
Atlantic	Pro-Ex Transportation Solutions, Annapolis Valley	4	6	10
	Pro-Ex Transportation Solutions, Campbellton	2	0	2
	Pro-Ex Transportation Solutions, Edmundston	3	2	5
	EMC, Nova Scotia Medical Communications	47	16	63
	Medacom Atlantic Inc., Charlottetown	28	18	46
	Nor-Pel Atlantic, New Glasgow	2	1	3
	Nor-Pel Atlantic, Breton	21	7	28
	Nor-Pel Atlantic, St. Stephen	1	0	1
	Bee Clean, New Brunswick	8	0	8
	Eazy Express, Fredericton-Oromocto	0	5	5
Central	TForce Final Mile, Capital City	14	3	17
	Nor-Pel, Sudbury	8	0	8
Ontario	Eazy Express, Burlington	3	10	13
	Bee Clean, Hamilton	8	7	15
	Bee Clean, Kitchener	3	12	15
	Bee Clean, Windsor	6	1	7
Toronto	CUPE 1281	3	0	3
Prairies	TForce Final Mile, Red River	128	105	233
	Medical Carriers Limited	5	0	5
	TForce Final Mile, Red Deer	16	4	20
	TForce Final Mile, Saskatoon	41	29	70
	Open Door Press, Winnipeg	2	0	2
Pacific	TForce Final Mile, Kamloops	6	5	11
	TForce Final Mile, Kelowna	13	0	13
	TForce Final Mile, Nanaimo	9	6	15
	TForce Final Mile, Prince George	6	6	12
	TForce Final Mile, Victoria	41	9	50
Total		428	252	680

With private sector bargaining units, the actual number of members can vary because we are not always made aware of members who leave. These are the most up-to-date numbers in the Staffing Department.

POSTAL TRANSFORMATION (PT) INTERIM TIME STANDARDS VALIDATION

Background

Having previously served notice to CUPW that it planned to introduce mechanized sequencing of lettermail to letter carrier depots, Canada Post introduced proposals for changes to standards and time values and to the LCRMS Manual in July of 2008 under Appendices V and CC respectively. The NEB approved members of the Appendix AA Committee to assist with the work on the Modern Post time standards. Those members were Jim Crowell (Edmonton Local), Pierrette Morin (Montreal Local) and Terry MacDonald (Ottawa Local). The Modern Post Delivery Sub-Group was created.

In December of 2008, some 4 months after discussions with the employer, CPC arbitrarily declared that consultation was over on the standards, time values, and the LCRMS Manual and filed grievances under Appendices V and CC of the collective agreement.

In the spring of 2009, the Appendix V grievance was scheduled in front of Arbitrator Deschênes. On the second day of hearings, the parties adjourned and met to discuss a resolution to the disagreements about the consultation process. These discussions, which continued for a few months, resulted in the negotiation of a memorandum of agreement signed on August 21, 2009, which was approved by the National Executive Board.

The memorandum of agreement (MOA) laid out two phases of work on the standards and time values and the LCRMS Manual:

Phase 1

Phase 1 involved intensive discussions between the parties to resolve the issues. These discussions were to conclude by November 13, 2009 (LCRMS Manual) and December 11, 2009 (standards and time values). Disagreements relating to the Manual were referred to Arbitrator Ronald Ellis under Appendix CC. Any matters regarding the standards and time values were put before an engineer hired by the parties, Georges Bishop. Mr. Bishop acted first as a mediator, then as an adjudicator to determine interim standards for the new work methods. Both processes were to be completed by January 31, 2010.

Phase 2

Phase 2 consisted of a validation process to verify the accuracy of the standards. The result of phase 2 would be permanent standards. Any standards issues that remained outstanding as of that date would be put to Arbitrator Deschênes for determination, following an attempt to mediate by Mr. Bishop, the engineer.

In the adjudication process before Engineer Georges Bishop, CUPW asked for improvements in 18 sub-operations, the creation of three new sub-ops to cover work that received no credit, and the improvement in three frequencies.

The Union won improvements in 15 of the 18 sub-operations; the creation of two of the three new sub-operations we wanted; and improvements in all three frequencies.

Worth special mention was Bishop's decision to go with the current A62 bundle sizes instead of the larger 5 lb. bundle size proposed by Canada Post.

As well, Canada Post was ordered to accept the Union's sub-ops for rolling up and down windows during mail mobile stops – something for which Canada Post had consistently refused to provide any time.

The parties continued discussions to update the PT Interim Standards to include the improvements from the Bishop Decision.

Mid-way through 2010, CPC stalled work on the Validation Process. The Modern Post Delivery Sub-Group began work on the Cease & Desist Arbitration in front of Arbitrator Dulude and Article 29 in front of Arbitrator Keller.

They also assisted with negotiations that began in the fall of 2010.

Phase 1 concluded within the prescribed time frames, following decisions by Arbitrator Ellis and by Mr. Bishop on some of the issues.

Phase 2 started on February 11, 2011. The first task was to complete a list of work elements that required validation, and to determine what validation method would be best for each element. This involved visits to PT sites in Winnipeg, Toronto and Montreal and regular meetings with CPC representatives.

In November 2011, CPC referred 14 Validation items to Arbitrator Guilbert (replacing Deschênes who recused himself due to health reasons) to hear 14 disputes between the parties. During the arbitration process that began in May 2012 until Guilbert rendered his decision in April 2013, the parties settled nine (9) items leaving five (5) to be ruled on by the Arbitrator.

Guilbert ruled in favour of the Union to include PDT work into the Interim Standards. (*Mainly the difference between Version 1.0 and 1.6*).

Items Settled with CPC

The items settled with CPC include:

- Time to remove/replace labels on the A62 Case. CPC accepted the Union's proposal for a time of 63.17 seconds as an interim standard (an MOA is signed);
- Time to read the address of the first mail piece at an MPOC;
- Extra reading required while revising mail at an SPOC stop;
- 038 Line - the "Walk to/from the '038' Line" distance will be sampled for all vehicle types and all stop types (except CMB MM STOPS);
- MOA on the A62 Case adjustment;
- Agreement on the sample size methodology;
- The parties agreed to remove Item #276 – Wide Separation Sort and Item #277 – Technical O/S from the PT MOA validation list, and deal with it under Appendix V of the current collective agreement.

While waiting for the decision from the Arbitrator, the parties continued to work on the Validation Process:

- Developing the approach to sampling;
- Finalizing the sampling forms;
- Develop new sub-ops for the Ford Transit with a Vehicle Tray System (VTS);
- Visit depots to test video recording equipment, camera angles etc.

CPC halted all work on Validation by at the end of October 2013. CPC announces its 5-point plan in December 2013.

CUPW pressured CPC to resume work on the Validation Process and in April 2014 CPC finally responded. The parties began meeting again in July 2014.

By the end of 2014, CPC finally acknowledged that the S4/PCI work method was not "working" and asked for CUPW's assistance in jointly developing a new work method and an improved interim time standard.

The Union and Canada Post signed a Memorandum of Agreement (MOA) on July 10, 2015 that provides for a new Interim S4/PCI Preparation work method and time value. The previous interim time value of 2.19 minutes per day was replaced with 5.97 minutes per day for motorized routes in all Sequenced and CMB restructures commencing as of June 29, 2015.

Sampling (Data Collection)

Beginning in May 2016 until the end of June 2017, CUPW and CPC representatives collected data on sixty (60) randomly-selected routes in depots in the Greater Montreal area, Winnipeg, Edmonton, GTA and Ottawa.

The parties have reached a tentative agreement on the following final standards:

Prep for Sort

- CPC is preparing the final standards package including the application table of values. CUPW will review the package.

Obtain Mail

- CPC is preparing the final standards package including the application table of values. CUPW will review the package.

Note: One outstanding piece of this standard is to determine an accurate conversion factor of machine sequenced mail pieces per container for foot routes. The parties are reviewing a process to collect the necessary data. There is agreement to use 150 pieces of sequenced mail per container until a final number can be determined.

S4/PCI (time to process documents/packets)

- CPC is preparing the final standards package including the application table of values. CUPW will review the package.

The parties have not yet reached agreement on the following standards:

Case Label Changeover and/or replacement

- CPC provided a MOST analysis and methodology to CUPW on November 19, 2018. We have yet to receive a formal proposal from CPC.

End of Day Process for Foot Routes (MSD case)

- We are discussing options with CPC, as the MSD case is no longer used. We have yet to receive a formal proposal from CPC.

MM Stop and Prep for Dispatch

- CUPW continues to pursue the resumption of the validation work, including sampling, on the MM Stop and Prep for Dispatch interim standards as mandated by the 2009 MOA.

- There has been discussions to create new MM Stops.

Currently there is:

- Park and Loop (P&L);
 - Single and Multi Point of Call (S/MPOC); and
 - CMB.
- CUPW is interested in creating new MM Stops as such:
 - P&L (initial stop);
 - P&L Reload;
 - Parcel only;
 - SPOC;
 - Small and Large MPOC;
 - Small and Large CMB.

NATIONAL GRIEVANCES

Since many of the issues raised in the national grievances are covered by our negotiations' demands, we agreed to put these grievances in abeyance during negotiations to ensure this work would not interfere with the negotiators' efforts to try to resolve these disputes.

Article 29 –Technological Changes Resulting from Postal Transformation – Group 2

We have almost completed presenting evidence in this matter; only the parties' final arguments remain. However, many of the corrective actions requested in this grievance were part of our demands at negotiations:

- Single-bundle delivery;
- Correcting problems with the percentage of coverage, including the formula and its application;
- Addressing workload issues resulting from parcel growth;
- Creating two separate volume indexes for manually-sorted mail and sequenced mail;
- Resolving overburdening issues; etc.

We are currently awaiting Arbitrator Macpherson's decision in this matter.

N00-07-00006 – Reading while Walking

The Corporation has raised an objection related to reading while walking in the health and safety grievance on the multiple-bundle delivery method (N00-07-00032). The Corporation maintained that the Union could not present evidence related to reading while walking, given that the dispute had already been referred to Arbitrator Swan. Arbitrator Burkett asked us to make a decision with respect to this grievance, for which no arbitration hearing has been held since 2010.

We decided to withdraw grievance N00-07-00006 without prejudice so that the grievance on multiple bundles could include the issue of reading while walking, but we reserved the right to protect our members on the safety of reading while walking and to file another grievance when grievance N00-07-00032 has been settled.

N00-07-00032 – Health and Safety Issues Arising from the Two-bundle Delivery Method

After Golder Associates issued its ergonomic report in July 2015, the Employer implemented a new method to carry mail bundles referred to as the “butterfly” method. We filed grievance N00-12-00017 along with an application for a cease and desist order to try to stop the employer from implementing this method and, in doing so, force a return to the single-bundle delivery method. According to the report, this is the safest delivery method as it poses the least amount of risks to the health and safety of workers. The arbitrator who was asked to hear the application for a cease and desist order refused to hear the application, stating he did not have jurisdiction because Arbitrator Burkett had reserved jurisdiction on the application of previous decisions in the matter. The Corporation nevertheless unilaterally introduced the “butterfly” method, which consists of holding two mail bundles back-to-back in one hand and forces the letter carrier to flex or rotate the wrist to read the addresses on both bundles. The Golder report clearly establishes that the “butterfly” method also forces the letter carrier to look at and separate the mail while walking for a longer period than the single-bundle method requires, which increases the risk of workplace accidents, particularly slips and falls.

All the evidence has been presented and Arbitrator Burkett established a timeline for the submission of written arguments. During negotiations, and given the Union’s demand on the subject, the parties agreed to put this matter in abeyance to try to resolve this dispute in the ongoing negotiations. This matter is now before Arbitrator Macpherson as part of the interest arbitration being conducted under the back-to-work legislation (C-89).

N00-07-00036 - Transportation Time on Letter Carrier Routes

The grievance was before Arbitrator Lauzon, and the hearings were almost finished, when the arbitrator retired. The grievance was referred to Arbitrator Bergeron and we had to restart the process from the beginning. I testified that in our opinion the wording of the LCRMS and MSCWSS is clear and unambiguous. The Corporation called Sylvie Charbonneau as a witness. She argued in favour of past practice, admitting that she doesn’t respect the provisions of the LCRMS and MSCWSS because the process is too long and complicated.

N00-10-00004 - Use of the LCRMS to Discipline Employees for their Performance

In some locations, the Corporation is using a stopwatch to time letter carriers over a two-minute period while they are sorting mail. CPC then met with employees who were being watched to reprimand them and discipline them on their performance if they did not meet the requirements established by CPC.

During the hearings, Arbitrator Burkett asked us to try to reach a settlement. While looking for witnesses in this case, we found that this practice seemed to have been abandoned.

The hearings will resume if the situation re-occurs.

N00-12-00005 - Amendments to Chapters 7 and 8 of the LCRMS

The Corporation unilaterally amended Chapters 7 and 8 of the LCRMS by:

- removing allowances for POCs under construction on full-time routes;
- changing the criteria regarding ½ and ¾ street distances on the special allowances form;
- no longer crediting MM stops on the special allowances form for oversized PCI delivery in areas with “Stop & Go” delivery;
- Establishing a default value for fueling time;
- Limiting “other special allowances” and excluding many tasks that had not been assessed elsewhere in the system.

These changes impact letter carrier workload.

N00-12-00022 - On-Demand Pick-Ups and Deliveries

The Corporation does not abide by the LCRMS and the MSCWSS when it structures commercial pick-ups on letter carrier routes. Some of the violations are as follows:

- During restructurings, CPC inserts on-demand pickups on routes where no pickups are provided for;
- The Corporation does not create “daily pickup” windows, as defined in chapter 5 of the MSCWSS. It does not include any unscheduled working time, operational flexibility time or unused scheduled time.
- The Corporation asks letter carriers on a daily basis to do on-demand pickups when there is no on-demand pickup in their route structure.

N00-12-00023, N00-16-00001 – Appendix “P” Ratio for 2015 and 2016

The Corporation does not maintain a national ratio of 78% of full-time hours worked. It did not create a sufficient number of positions within the 90 days stipulated in Appendix “P”. The Corporation creates positions and abolishes others in the same facilities over the course of a given year, and even in the same week. CPC has refused to hold meaningful consultations on the ratio and the creation of Appendix “P” positions. It does not maintain a sufficient number of employees and relies on overtime and temporary employees to meet regular service needs, as well as to cover absences.

Arbitration hearings have begun before Arbitrator Burkett, and Sister Rona Eckert has testified. Her testimony was to the effect that positions are not being created and maintained in the facilities where the Corporation had indicated it would create positions under Appendix “P”, part 2.

We are also asking the arbitrator for an order forcing CPC to abide by clauses 39.02 and 39.03 of the collective agreement because it is not maintaining the Appendix “P” ratio.

N00-12-00025 – LCRMS Chapter 16

In June 2016, CPC informed us that, from now on, it would proceed with validating the volume of sequenced mail before beginning the restructuring phase, when it decides to use option 2 in Chapter 16.

However, the LCRMS requires the Corporation to:

- Estimate the percentage of mail that will be sequenced;
- Proceed with the restructuring phase;
- Validate the sequencing percentage later on.

This is an about-face given that the Corporation had argued the reverse before Arbitrator Ellis in 2010, in grievance CPC-08-004 on the amendments to the LCRMS, and had won its case.

We proposed amendments to the text of the manual to reflect the position that we had taken before Arbitrator Ellis in 2010. We also asked CPC to totally withdraw option 1 from the manual, which consists in making a validation at the depot level rather than at the LDU level. The employer agreed to these changes and the file was closed.

N00-12-00028 – Retroactive Payment for Loading/Unloading Times

When CPC validates loading/unloading times after implementing a letter carrier restructure, and this validation results in some routes becoming over-assessed, it must make an over-assessment payment to the letter carriers who have done the work from the date of implementation of the new routes. The Corporation has argued that it would only pay as of the twelfth week following implementation.

The Corporation has advised us that it wants to resolve this matter. More to come.

N00-12-00029 - LCRMS Chapter 3, Time Values for Change of Address Cards and Dispute during Sampling

In facilities where there is no automated Decentralized Redirection System (DRS), the Corporation refuses to give letter carriers the time value for removing change of address cards from the sortation case, as well as the mail for which there is a change of address.

The Corporation alleges that, in non-automated sites, letter carriers should not sort this mail in the sortation case, but should know each change of address and instead put it aside as they sort.

In the event of a dispute during the sampling, the Route Measurement Officers are refusing to record the two versions of the conflicting data.

The Corporation has advised us that it wants to resolve this matter. More to come.

N00-16-00002 - Use of Routers in Violation of LCRMS Provisions

In the fall of 2017, the Corporation implemented a new delivery model that totally excludes obtain, sort and preparation time from the letter carriers' workload assessment. In postal facilities where the Corporation implements this new initiative, inside tasks will be performed by routers.

We are very concerned about the impact this will have on the health and safety of our members and on workplace violence.

The LCRMS provides for routers to be used when there is excess sortation work on a route or when the daily workload on a route regularly requires the letter carrier to work overtime.

Our position is that the LCRMS and the collective agreement do not allow for sortation to be completely separated from delivery on a letter carrier route.

N00-16-00005 – Illegal Changes to the LCRMS, Use of Waves and Multiple Regular Start Times

During the 2016 negotiations, we gave the Corporation a letter asking that it stop using the two waves, as it was a violation of clauses 48.01 and 48.02 of the collective agreement. The Corporation proposed changes to the LCRMS to make the two-wave system legal, but CUPW refused to agree to the proposed changes.

In the spring of 2017, CPC amended the LCRMS without consulting CUPW to include waves in determining route types. This was the same version we had rejected in negotiations.

CHANGES TO THE LCRMS

Neighbourhood Mail

The new collective agreement signed on December 9, 2016 included new provisions regarding householders:

- The Corporation changed the name to neighbourhood mail;
- Preparation now takes place at the end of the day for routes that return to the facility at the end of the day;
- Time allowances start after 1.5 sets;
- Changes in dimensions, weight and delivery standards;
- Option 1 will be abolished on January 1st, 2020.

We had to amend Chapters 4, 6, 7, 8 and 10 of the LCRMS to bring them into line with the new contract language.

Changes to LCRMS Chapter 16

Chapter 16 would allow CPC to conduct a postal transformation restructuring by estimating short and long (S/L) mail volumes to be sequenced by the MLOC.

Afterwards, the Corporation was to validate the information at the depot level to determine if it could reach its objective and then implement the new routes. This method was very imprecise and created injustices for some routes where manually-sorted mail volumes exceeded the average for the office.

We proposed amendments to the text of the manual to reflect the position that we had taken to address this injustice. We also asked CPC to withdraw totally option 1 from the manual, which consists in making a validation at the depot level rather than at the LDU level. The employer agreed to these changes.

Parcel Lockers

At the time of writing this report, we are in negotiations with CPC to amend the method used to assess parcels delivered into the new parcel lockers. Changes to Chapter 3 of the LCRMS are needed to count and index the parcels to be placed in parcel compartments during the volume count.

CONCLUSION

The past four and one half years at National Office have included many interesting challenges, each of which required the cooperation of all levels of the Union. That is our real strength. I am excited about the challenges ahead and the opportunities this new term will bring. A new videoconferencing system will allow for better communication with our representatives across the country. The new collective agreement will give us even more information to enforce our rights, increase our efforts to eliminate overburdening, and deal with many other issues, I am sure.

Therefore, it is with pleasure and a renewed sense of purpose that I am running again for the position of national vice-president responsible for all staffing and route measurement issues.

In solidarity,

Martin Champagne
4th National Vice-President, CUPW