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# NATIONAL WORK MEASUREMENT COMMITTEE REPORT

***MEETING DATES:  
NOVEMBER 6 AND 7, 2010***

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## MEMBERS OF THE COMMITTEE AND PARTICIPANTS

The National Work Measurement Committee (NWMC) meeting was attended by 2 members from every region, except for the Québec region. Brother Sylvain Lapointe, who is the regional grievance officer from Montréal as well as a negotiator for the urban collective agreement, was present for the entire meeting.

The list of committee members, or their alternates, who were in attendance at the November 2010 NWMC meeting is reproduced below:

Member	Region	Local
Karen DeFrancesco	Pacific	Vancouver
Hugh Englouen	Pacific	Royal City
Jo-Anne Freund	Prairie	Calgary
Brian Blair	Prairie	Edmonton
Joanna Hartanu	Ontario	Scarborough
Jeff Carroll (Alternate)	Ontario	Windsor
Paul Chaplain (Alternate)	Metro-Toronto	Toronto
Adèle Chaplain (Alternate)	Metro-Toronto	Toronto
Susan Kierstead	Central	Ottawa
Rob Cook	Central	Newmarket
Pierrette Morin	Metro-Montréal	Montréal
Michel Duguay (Alternate)	Metro-Montréal	Montréal
Normand Leblanc	Québec	Sherbrooke
Nicola Boone	Atlantic	Antigonish
Anthony Rogers (Alternate)	Atlantic	Nova
Colin MacKenzie	National Union Representative	National Office
Donald Lafleur	4 <sup>th</sup> National Vice-President	National Office

The other participants were:

Participant	Committee	Location
Jim Crowell	Appendix AA Committee	National Office
Cathy Kennedy	National Union Representative and Urban Collective Agreement Negotiator	National Office
Sylvain Lapointe	Regional Grievance Officer and Urban Collective Agreement Negotiator	Montréal
Doug Hacking	NWMC Member and Urban Collective Agreement Negotiator	Toronto Local
Johanne Noël	Member	Montréal Local
Chris Pleasants	Transition Committee	National Office

## AGENDA

Reproduced below is a copy of the agenda.

# AGENDA

## NATIONAL WORK MEASUREMENT COMMITTEE MEETING – NOVEMBER 6 AND 7, 2010

### SATURDAY, NOVEMBER 6, 2010

- 9:00 Welcome
- 9:15 4<sup>th</sup> National Vice-President's Report
- 10:30 BREAK
- 10:45 National Union Representative's Report
- 11:15 RSMC Negotiations – Meeting with members of the Transition Committee and RSMC  
Negotiations Committee
- 12:15 LUNCH BREAK
- 13:15 Door-to-Door Delivery
- 13:45 Urban Negotiations
- 14:45 NWMC Member's Reports
- 15:15 BREAK
- 15:30 NWMC Member's Reports
- 16:00 Appendix AA Committee
- 17:00 ADJOURNMENT
- 18:30 Dinner at Mystiko (Greek Kitchen & Wine Bar)  
ADDRESS: 281 KENT STREET, OTTAWA  
PHONE: 613-233-3626  
WEBSITE: [HTTP://WWW.MYSTIKOGREEKKITCHEN.COM](http://www.mystikogreekkitchen.com)

### SUNDAY, NOVEMBER 7, 2010

- 9:00 LCRMS Manual (MSC and LC)
- 10:30 BREAK
- 10:45 Modern Post
- 11:15 Bar Charts
- 11:45 MSC Issues
- 12:15 LUNCH BREAK
- 13:15 Personal Data Terminals (PDT's)
- 13:45 NWMC Member's Reports
- 14:45 BREAK
- 15:00 NWMC Member's Reports
- 15:45 Recommendations of the NWMC to the National Executive Board
- 16:30 ADJOURNMENT

**Saturday, November 6, 2010**

Sister Hartanu had brought posters of the 125<sup>th</sup> anniversary of the Toronto & York District Labour Council for the members of the committee.

**4TH NATIONAL VICE-PRESIDENT REPORT**

Subjects found on the agenda were not raised during the opening reports. A 20-tab binder, as well as a compact disk, were prepared for the members of the NWMC. Copies of the CD were made for the members of the NEB. Reproduced below is a list of documents on the compact disk:

1. Index of documents on the compact disk
2. Index of documents in the binder
3. Agenda
4. Letter to NWMC
5. Reply to National Work Measurement Committee Recommendations – November 2010
6. Group 1 Staffing Comparison
7. Reports from the 4<sup>th</sup> National Vice-President and Staffing Department to the NEB – November 2009 to April 2010
8. 075 – December 2009
9. 075 National Summary Report – December 2009 + National Totals 2007-2009
10. 075 National Summary Report – 2003-2009
11. 14.29 – November 2009 to March 2010
12. 111 – November 2009 to March 2010
13. Appendix P – November 2009 to March 2010
14. IRMA 5.2.6
15. Perspective – Volume 37, Number 2 – August 2009 – 2009 Negotiations – RSMC Program of Demands
16. Restructure Reports for the depots where we have lost more than 5 routes within a year
17. Letter Carrier Restructure Schedule – For the year 2010
18. Collective Strength During Route Restructures – April 22, 2010 letter and documentation
19. Marcel Guilbert Interlocutory Arbitration Award – CPC-06-001 – November 19, 2009
20. George Bishop – SCP-08-00003 –
21. Letter from Jim Crowell to George Bishop – April 19, 2010 + Bishop's letter – May 11, 2010
22. S. Ronald Ellis Final Decision – CPC-08-004 – January 22, 2010
23. Superior Court Decision by the Honourable Pierre Tessier – N00-07-00010 – March 30, 2010
24. Appendix AA Committee Presentation to the NWMC
25. Technological Change – RSMC - Winnipeg
26. Notice as per clause 29.03 (b) – Moncton, Kitchener and Victoria

27. Technological Change Notice 29.03 (b) – Mail Consolidation Project for Local Areas (Barrie, Peterborough, Kingston, ON; St. Jerome, St. Jean, Joliette, QC; Mainland BC)
28. Notice as per clause 29.03 (B) under Postal Transformation Program on the Reinvestment and Modernization of our Postal Transformation + documents
29. Modernizing Delivery at Canada Post – Letter, May 7, 2010
30. Postal Transformation Restructuring – Letter to Neil Johnson – April 15, 2010 + Neil Johnson letter – May 7, 2010
31. Postal Transformation Depot Implementation Schedule – 2010-2011
32. Equipment & Delivery Restructuring Deployment Schedule – April 15, 2010
33. Edit Book Implementation – March 18, 2010 letter and documentation
34. Negotiations for the Urban Operations Bargaining Unit – Discussion Paper – February 2010

### **NATIONAL EXECUTIVE BOARD STAFFING REPORTS**

The NEB staffing reports from June to October 2010 which are sent to the NWMC members on an ongoing basis were verbally reported on and discussed by the participants. The topics discussed which were not on the weekend's agenda included:

- National policy grievances;
- CPC's policy on the elimination of directory book 10s; and
- Rural and urban national consultation.

### **NWMC RECOMMENDATIONS – MAY 2010**

The August 26, 2010 letter which was sent to the members of the NWMC in reply to their May 2010 recommendations to the NEB was discussed. The NEB replies were also elaborated on. The recommendations touched on urban and rural negotiations as well as a door-to-door mail delivery national campaign.

### **075 FORMS – NATIONAL ROLL UP – JUNE 2010**

The June 2010 075 forms national roll up were examined by the participants. A summary of chart of the roll up is reproduced below.

	Full-Time	Part-Time
Foot routes	9,241	458
Mail mobile	3,268	526
Personnel carriers	40	0
Private vehicles	1,385	25
Meal on route	1,810	0
Relief Letter Carrier	2,413	18



Routers	8	12
Centralized Label Application Modules	140	50
Letter Carrier Assistant	494	319
Average Points of Call (POC)	564 per full time route	316 per part time route
Total Points of Call (POC)	9,109,529	
Total Householder Allowance	159,901 minutes	

### **CEASE & DESIST (N00-08-00032)**

Arbitrator Dulude's decision was included in the documents at Tab 5 of the binder. The Union was looking to stop the implementation of the technological changes in Winnipeg. We raised the issues of the handling of multiple bundles, union observers not being given all the route restructuring information, other health & safety concerns; and in the end the arbitrator concluded that he would not grant the cease & desist but that the grievance should be heard on a priority basis.

### **READING WHILE WALKING (N00-07-00006)**

CPC has, through Mr. David Shane's testimony, alleged that less than 1 % of Letter Carrier work place accidents, between 2005 and 2008, are caused by reading while walking. His testimony is based on an analysis of the SAIRS. CUPW has requested an Excel electronic dump of the SAIRS for the period in question. Arbitrator Swan first rendered a verbal decision and now CPC has forced him to render a written decision. This of course ended up wasting 2 days of arbitration hearings. The arbitrator has ordered CPC to supply the Excel file so we can properly finish Mr. Shane's cross examination.

### **FAST TRACK ARBITRATORS**

As per clause 47.11 (f) the list of arbitrators the parties have finally agreed to was distributed at the meeting. The NWMC had made a recommendation to the NEB to replace arbitrator Blouin from the Québec panel back in December 2007. The issue had been placed on the agenda for national consultation in early 2008 and CPC had refused to deal with the issue until Ms. Casselman of Labour Relations was available; which never materialized.

Because of the increase in the number of fast track arbitration hearings and CPC's preliminary objections to the arbitrator's jurisdiction based on the fact that the parties had not agreed to a list of arbitrators, the issue of an agreed to arbitrator's list resurfaced in late 2009. The parties could not agree so CPC decided to take the issue up with the Minister of Labour. At the end of October 2010 the parties agreed to a list of arbitrators which is reproduced below.



MEMORANDUM OF AGREEMENT  
BETWEEN  
CANADA POST CORPORATION  
AND  
THE CANADIAN UNION OF POSTAL  
WORKERS

PROTOCOLE D'ENTENTE  
ENTRE  
LA SOCIÉTÉ CANADIENNE DES  
POSTES  
ET  
LE SYNDICAT DES TRAVAILLEURS  
ET TRAVAILLEUSES DES POSTES

As per clause 47.11(f) of the current  
collective agreement the parties agree to  
the following Arbitrators:

Conformément à l'alinéa 47.11 f) de la  
convention collective actuelle, les parties  
conviennent des arbitres suivants :

Atlantic:

B. Outhouse

W. Thistle Thistle <sup>LB 32</sup> (DL)

Atlantique :

B. Outhouse

W. Thistle Thistle <sup>LB 32</sup> (DL)

Quebec:

A. Bergeron

H. Frumkin

Québec :

A. Bergeron

H. Frumkin

Ontario:

K. Swan

F. Von Veh

Ontario :

K. Swan

F. Von Veh

Prairie:

T.A.B. Jolliffe

K. Norman

Prairies :

T. A. B. Jolliffe

K. Norman

Pacific :

R. Blasina

D.C. MacPhillips

Pacifique :

R. Blasina

D. C. MacPhillips

Dated at Ottawa this 27<sup>th</sup> day of October  
2010.

Fait à Ottawa ce 27<sup>th</sup> jour  
d'octobre 2010.

For the Corporation/Pour le Société:



Oct 29 2010

For the Union/Pour le Syndicat :




Brother Mackenzie also brought arbitrator Devlin's decision in grievance 626-92-3-10571 (Kevin Swait) to our attention. CPC had raised a preliminary objection to the arbitrator's jurisdiction under the pretext that this case should be heard in the fast track clause 47.11 process rather than formal arbitration. The arbitrator disagreed.

It was discussed by the members of the committee that perhaps the fast track arbitration process was more useful to management in raising jurisdiction issues rather than for the union to expedite the hearings of those types of grievances. This kind of problem was illustrated by a recent objection lodged by the employer in regular arbitration in Newmarket, Ontario.

### **LETTER CARRIER ROUTE RESTRUCTURE REPORTS**

Since 2003 CPC has been forced to produce the route restructure reports as per clause 47.07 at the local level and 47.24 at the national level. A roll up of those reports from January 2010 on was prepared for the meeting. Below is a national roll up (full time, part time, motorized routes, private vehicles and meal on route) by region.

### **LETTER CARRIER ROUTE MEASUREMENT SYSTEM REGIONAL SUMMARY RESTRUCTURE REPORTS – NEB – 2010**

Region	FT	PT	MR		PV	MOR
			FT	PT		
Atlantic	-8	+8	+29	+7	SQ	+70
Québec	-10	-2	+4	+5	-5	+36
Metro-Montréal	-7	+4	+32	+4	-4	+121
Central	-33	+1	-6	+1	-4	+24
Metro-Toronto	-20	-1	-1	+1	SQ	+28
Ontario	-45	-10	-5	+2	+24	+8
Prairie	-4	SQ	-4	+4	+22	+40
Pacific	-13	-8	-6	-3	-12	+81
<b>Overall Totals</b>	<b>-140</b>	<b>-5</b>	<b>+43</b>	<b>+21</b>	<b>+21</b>	<b>+408</b>
FT : Full-time PT : Part-time MR : Motorized routes PV : Private vehicle MOR : Meal on route Please note: "+" before a number = increase; "-" = decrease; SQ = status quo						

Below is a breakdown of the numbers from each depot within the regions, which also includes the MVI.

Atlantic Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
Summerside	A	-1	SQ2	SQ0	SQ0	87.74%	N/A	---	SQ0	SQ0
A017 – Kentville	A	-2	+1	SQ0	SQ0	112.10%	112.10%	0.00%	SQ0	SQ0
A019 – Moncton LCD 1	A	-7	+3	+14	+4	103.30%	103.30%	111.36%	SQ0	+41
A020 – Moncton LCD 2	A	+2	+4	+15	+3	103.30%	103.30%	104.64%	SQ9	+29

Québec Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
Montmagny	A	SQ7	SQ2	SQ1	SQ0	91.00%	106.10%	83.83%	SQ0	+1
Asbestos	A	SQ6	SQ1	-1	+2	85.30%	120.50%	108.20%	SQ1	+11
Alma	A	-2	+1	SQ2	+1	84.60%	109.90%	107.81%	SQ0	SQ2
Rimouski	A	-2	-1	SQ3	+1	104.70%	125.70%	109.29%	-6	+1
B018 – Gatineau/Buckingham	A	-1	-1	-1	+1	99.80%	99.80%	87.43%	SQ0	+1
B121 – Charlesbourg	A	-2	SQ2	+5	SQ2	105.91%	105.91%	104.67%	+1	+14
B139 – Sorel	A	SQ27	-1	SQ5	SQ0	115.82%	115.82%	100.00%	SQ0	+5
B147 – St-Jérôme	A	-3	SQ2	+1	SQ2	109.10%	109.10%	103.50%	SQ1	+3

Metro-Montréal Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
Duvernay	A	+1	+2	+5	+1	110.89%	110.89%	97.89%	-3	+17
Côte St-Luc	A	+1	-2	+3	-1	109.93%	109.93%	109.67%	SQ0	+2
Laval-Ouest	A	+3	SQ3	+19	-1	98.77%	98.77%	97.31%	SQ0	+70
B027 - Chateauguay	A	-1	+2	-1	+2	99.63%	99.63%	107.60%	SQ0	+3
B063 - Lasalle	A	-3	SQ2	+3	SQ2	104.83%	104.83%	104.64%	SQ0	+7
B067 – Longueuil Principale	A	-2	SQ0	+4	SQ1	98.87%	98.87%	107.18%	-1	+17
B169 - Youville	A	-6	+2	-1	+3	108.85%	108.85%	119.82%	SQ0	+5

Central Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
Sudbury Dell St B157	A	-2	SQ2	SQ5	SQ2	93.50%	93.50%	126.80%	SQ0	+5
Newmarket C077	A	-2	SQ0	SQ4	SQ0	72.40%	59.90%	127.60%	SQ0	+3
Vanier	A	-6	+1	SQ7	SQ1	114.33%	114.33%	92.08%	SQ1	-1

Trenton	A	-2	SQ1	SQ1	SQ0	109.26%	109.26%	122.36%	SQ0	+1
Kenora	A	SQ10	SQ2	SQ5	SQ2	90.10%	90.10%	116.00%	SQ0	SQ0
Sudbury	A	-2	SQ2	SQ5	SQ2	93.50%	93.50%	126.80%	SQ0	SQ5
Ottawa Station S	A	-11	-2	-3	-1	133.14%	133.14%	105.12%	-8	+5
Kanata	B	SQ30	SQ1	SQ14	SQ1	?	?	?	+4	+13
Barrie LCD	A	-6	SQ2	-2	+1	106.10%	106.10%	118.20%	-2	-2
C017 - Cobourg	A	SQ12	SQ2	SQ1	SQ1	97.04%	97.04%	103.57%	+2	SQ1
C018 – Collingwood	A	-2	+2	-1	+1	103.59%	103.59%	89.68%	SQ0	SQ1

Metro-Toronto Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
Clarkson	A	-1	-1	SQ13	SQ0	102.62%	100.04%	103.47%	SQ0	+1
Port Credit	A	-2	-1	-1	+1	94.21%	83.87%	96.59%	0	+10
Toronto STN F	A	-4	+3	-3	+2	95.10%	95.10%	95.10%	0	0
Toronto Q C127	A	-6	-1	+1	-1	---	---	---	SQ0	+8
Charles St Depot	A	-1	SQ1	+1	SQ0	87.00%	87.00%	100.00%	0	+1
Toronto Q	A	-6	-1	+1	-1	?	?	?	SQ0	+8

Ontario Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
Bowmanville	A	-1	+1	SQ2	SQ1	101.82%	94.26%	112.32%	-1	0
Hamilton LCD West (Ancaster) C041	A	+2	-1	+2	-2	---	---	---	-3	+2
Hamilton LCD Dundas C042	A	+3	+1	SQ6	+1	---	---	---	+13	+1
St. Catharines Depot 2	A	-2	-4	-1	+1	92.00%	93.90%	110.60%	+15	-1
Hamilton Depot 1	A	-1	-3	SQ11	SQ2	109.62%	109.62%	102.90%	+4	-1
Windsor LCD4	A	-12	+1	-6	+1	111.15%	111.15%	102.12%	-6	-5
Cambridge-Galt	A	-2	-1	SQ4	-1	103.53%	103.53%	110.10%	+2	+1
Strathroy	A	SQ10	-1	SQ4	SQ1	108.24%	108.24%	122.36%	SQ0	SQ0
C039 - Grimsby	A	-1	SQ1	SQ4	SQ1	101.89%	101.89%	99.80%	+2	SQ4
C055 – Kitchener Depot 3	A	-3	SQ0	SQ20	SQ1	86.39%	86.39%	90.50%	SQ3	SQ16
C058 – Listowel	A	SQ4	SQ2	SQ0	SQ1	99.72%	99.72%	138.50%	SQ0	SQ0
C094 – Scarborough Depot 11	A	-19	-3	SQ11	+2	107.40%	107.50%	109.20%	SQ2	+7
C100 – Scarborough Depot D	A	-10	SQ0	SQ6	SQ0	108.70%	108.70%	100.82%	-2	+4

Prairie Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
1 - Edmonton	A	+3	+1	SQ8	+1	91.10%	88.90%	102.70%	0	+7
Letter Carrier Depot 15	A	-3	SQ1	-3	+1	87.70%	84.10%	95.80%	SQ0	+9
Saskatoon Depot 1	A	SQ52	+1	SQ9	SQ0	90.60%	97.30%	114.50%	+5	+7
Depot 8	A	+1	SQ1	SQ5	+1	95.80%	87.50%	80.50%	SQ0	+5
Swift Current	A	-1	SQ2	-1	SQ0	113.90%	127.30%	130.90%	-1	+7
Regina Depot 1	A	+1	-1	SQ5	SQ0	110.10%	110.10%	110.56%	SQ0	+5
D086 – Calgary Depot 10	A	-5	SQ1	SQ5	+1	102.70%	102.70%	99.30%	+18	SQ5

Pacific Region	Type	FT	PT	MR		MVI			PV	MOR
Location				FT	PT	S/L	O/S	PCI		
Kelowna ODC	A	+1	-5	+3	-5	92.20%	122.30%	107.00%	-8	+12
Vancouver Depot 74	A	-1	-2	SQ0	SQ0	85.70%	115.20%	112.00%	SQ0	SQ0
Vancouver Depot 99	A	+1	-4	SQ1	-1	97.40%	106.30%	97.00%	+1	SQ0
North Van Main	A	-1	+1	-1	-1	91.70%	107.40%	107.70%	-8	+9
Capilano NV 2	A	+1	+1	-2	+1	82.20%	72.50%	104.40%	+2	+10
Capilano – West Van	A	+1	SQ5	+1	+1	120.40%	98.30%	110.90%	-1	+12
SVDC - Unit O	A	SQ27	SQ1	-1	SQ1	94.60%	78.10%	101.00%	+1	+10
SVDC - Unit L	A	-2	-2	-2	-3	94.60%	78.10%	101.00%	SQ0	+9
SVDC - Unit E	A	SQ30	+1	-2	+1	79.40%	76.10%	98.30%	SQ0	+10
E058 – Vancouver Station K	A	-1	+1	SQ7	+1	104.30%	104.30%	101.83%	-10	+7
E062 – Victoria Depot 1	A	-3	-2	+3	SQ1	117.20%	117.20%	116.54%	+6	-6
E064 – Victoria Depot 4	A	-3	+2	-5	+3	110.70%	110.70%	105.10%	+1	+6
E065 – Victoria Depot 10	A	-4	+1	SQ21	+1	115.40%	115.40%	102.60%	+2	-1
E066 – Victoria Depot 9	A	-2	SQ2	SQ4	SQ2	111.50%	111.50%	96.92%	+2	+3



Location:	Location of restructuring
Type :	Type of restructuring
FT :	Full-time
PT :	Part-time
MR :	Motorized routes
MVI :	Mail Volume Index
PV :	Private vehicle
MOR :	Meal on route
S/L:	Short and Long
O/S:	Oversize
PCI:	Personal Contact Items
Please note: “+” before a number = increase; “- ” = decrease; SQ = status quo	

Looking at the mail volume index for letters and oversize, it becomes clear that as of February 2010 the index is above 100% 30 times out of 40. In the context of declining volumes of mail because of the economic crisis this makes no sense. The Union will be taking this up at national consultation.

## NATIONAL UNION REPRESENTATIVE REPORT

Brother MacKenzie gave his report, covering a number of topics that did not have specific time allocations on the agenda.

### **PROBLEMS WITH CLAUSE 17.04 (URBAN OPERATIONS CONTRACT)**

Throughout the summer, and to a lesser extent since then, the National Office has received numerous complaints about the employer not covering some letter carrier routes or parts of routes on days where there are not enough relief employees. The greatest concentration of problems was in the Pacific Region.

In one location in southern Ontario, the local manager had suggested that 30% of the mail for the route would constitute a threshold in terms of defining “insignificant volumes” as per the preamble of clause 17.04. The employer denied that there was such a policy in National Consultation. The employer did say that they reserved the right to not deliver the mail when the volume was insignificant. In another situation, the employer asserted that because a certain day was extremely hot that an “extreme weather” condition existed, so the mail on a particular route did not have to be delivered.

The Committee was advised that all such situations should be grieved. The Committee was given a letter by Pacific Regional Grievance Officer Ken Mooney to the employer outlining a list of locations where there were violations in the Pacific Region, and language from the 1987 LCUC-CPC collective agreement where “insignificant” was defined very restrictively.

## **MOA – CLAUSE 17.04 GRIEVANCES – HAMILTON**

The Committee was given a copy of the recent MOA (October 12, 2010) resolving a number of Hamilton grievances where CUPW had alleged that CPC had violated clause 17.04 by not covering the parcel portions of MSC routes where the incumbent was absent. As it turned out, in these particular cases, while the employer had not followed the correct process, the flex part time did have sufficient available time to cover off the parcel portion of the absent employee. If the employer had covered the route correctly, clause 17.04 would not have been involved. As a result, the parties agreed that the employer would follow the process as described in Appendix S, 8.5 in future, and that the Union would withdraw all grievances that fit the fact pattern of the Hamilton cases. The parties agreed to continue to disagree on what happens when the flex PT does not have the capacity to cover the absent employee's parcel work. The MOA does not apply to these latter types of situations.

## **RURAL AND SUBURBAN MAIL CARRIERS**

### **NEGOTIATIONS AND INTEREST ARBITRATION**

The compact disk that was produced for this meeting contained all the contractual language and submissions from both parties that were exchanged in the context of the RSMC interest arbitration. Arbitrator Keller is seized of all these issues.

The Negotiating Committee, Sisters Bonnie Pollard, Kathy Zimmer, Rose Johnson, Suzanne Simard, Brother Ken Bird, as well as the members of the Transition Committee and our council and engineer have been doing an excellent job on this file. This becomes evident when we look at the end result, mainly the language submitted by both parties. The Union's language is strong and well written. All CPC has done is delete language and included new clauses made up of 1 liners with the majority of their proposed text being side letters not to be included in the collective agreement. To add insult to injury, CPC has so far not produced their language or submissions in French. The Union has filed a complaint to the official languages commission.

Brother Lafleur who is the Chief Negotiator, put emphasis on the language that deals with route restructures, seniority and union rights. The Union has used language from Articles 46 and 47 from the urban collective agreement to be included in the RSMC collective agreement; including union paid observer rights and bids by seniority. We have also done away with per piece payments under Appendix A and replaced them with time values from the Route Management System (RMS); which include values from the original RMS, Appendix C (RMS study) from the 2006 collective agreement, and the conversion by the union of the variables into evaluated time (locks, PCI, and householders up to 500 grams).

It was pointed out that CPC has been delaying the process every step of the way. First of all the parties are only going to interest arbitration because CPC is refusing to let go of the Short Term Disability (STD) demand. So management is holding 7,000 RSMCs hostage to try and set a



precedent for urban negotiations. The parties have already been down this road in 2008. At that time the parties dropped their respective demands for STD and paid sick leave in favour of 2 days personal leave and that paved the way to a negotiated settlement. The employer raised a preliminary objection to Mr. Keller's jurisdiction on June 22. They forced the parties to deal with 3 preliminary issues (technological change, mediation, and a last minute change to the amounts available in the financial cap) on August 17; then they have not been available for a great majority of the many dates offered by the arbitrator. We have now scheduled November 23, December 13, January 5, February 21, March 7 & 25 and April 24 and 27.

As for the November 3<sup>rd</sup> hearing, CPC took the position that we could not proceed because they had not received all of the Union's Will Say Statements. The Union had notified CPC and the arbitrator during a previous telephone conference call that it intended to deal with technological change and job security language as a priority and the me too clauses. Me too clauses are language that we want to include in the RSMC collective agreement that already applies to all other bargaining units at Canada Post. The arbitrator decided to hold the November 3<sup>rd</sup> hearing and at the Union's request the parties have now agreed to an arbitration hearing process and to hold meetings to deal with the cost of each demand to the financial cap.

### **TRANSITION COMMITTEE**

Brother Chris Pleasants, member of the Transition Committee, participated in this part of the meeting.

The following subjects were discussed at the NWMC concerning the RSMC Transition Committee.

1. CPC restructure process was outlined including:

- CPC's new position regarding routes over eight (8) Route Management System (RMS) hours;
- Reports of CPC representatives using a one-day observation to determine if the member is working more than 40 hours over 4 weeks.

It is noted that the union does not agree with the individual assessment of RSMC routes.

2. Business POC – CPC has been redefining the application of Business POC removing the POC and adding back to the RSMC route with no change to the route. The impact is to reduce the compensation and reduce the value sortation from 0.80 minutes per business POC to 0.25 minutes per POC civic on RSMC routes without any actual change.
3. Knowledge vs. Civic sortation conversion. Historically when the corporation changes the sortation type from knowledge to civic the RSMC is compensated at a rate of five (\$5) dollars per POC. We have had reports that the local CPC representatives have been refusing to compensate RSMC for this service. The impact is RSMC are continuing to have to provide

extra service with no compensation and they are having the sortation time value removed from 0.35 minutes per POC knowledge to 0.25 minutes per POC civic.

4. Vehicle Type – An update to the situation concerning CPC implementation of a “new” vehicle type to new RSMC routes or to routes that have become vacant.

### **NATIONAL GRIEVANCE (N00-08-R0010)**

This RSMC grievance was filed because CPC continuously revises, modifies, establishes, and or structures routes over 40 hours a week in violation of clause 1104. CPC seems to be confused between the language of Articles 11 and 13. Article 11 deals with the evaluation of the route on paper and 13 deals with actual time worked. Our position is they cannot leave routes at over 8 hours a day after any type of route modification that we all consider to be restructures. Also, helpers under clause 13.03 are only permitted before the signing of the collective agreement. Routes over 40 hours a week must then be dealt with under clause 13.02; and that has nothing to do with management’s obligations under Article 11.

### **RSMC SORT CASES**

Below is one of the three photos from Sherbrooke, that were provided at the meeting which is a modified A-32 sort case that is unworkable. CPC has put wheels under the wings. When the wings are pulled closer together and oversize pieces are sorted close to the separation between the center of the case and the wings, it becomes impossible to sort any more mail in those segments of the case.



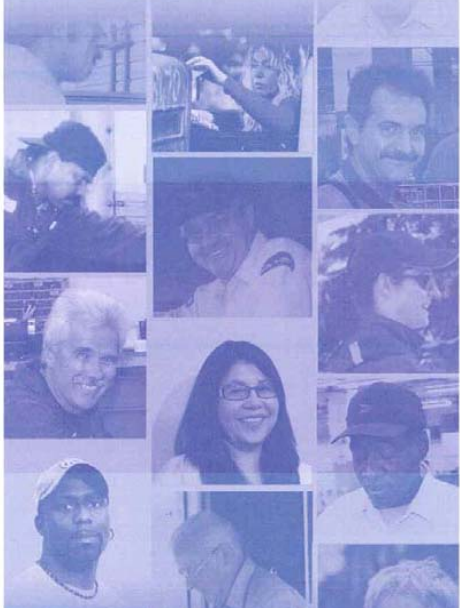


## DOOR-TO-DOOR MAIL DELIVERY

Following up on the NWMC recommendation from last May to organize a door-to-door delivery public campaign, the issue was put on the agenda for discussion. All the relevant documents that had been included in the staffing department's reports to the NEB were reproduced for the members of the NWMC including the letters to and from the NDP's Andrea Horwath, David Christopherson and Jean Crowder.

CUPW has now sent out pamphlets (reproduced below) to be distributed to the public in preparation for the urban negotiations.

CANADIAN UNION OF POSTAL WORKERS



# Canada Post belongs to you

Canada Post is investing \$2.5 billion in new equipment and methods. In this time of economic restraint, we have to make sure the investment is a good deal for you.

You deserve to share in the benefits of modernization and efficiency. The savings must be reinvested and shared with the public and the postal workers.

After all is said and done, it's still the workers who make your postal service strong.

**Thank you for your support**

# We want your local post office to do more for you!

We are the Canadian Union of Postal Workers and we know you expect a postal service that works for you.

Canada Post has made profits for the past 15 years. It's been paying taxes and dividends back to the public purse all the while. That means your postal service and its workers have not been drawing on public funds in that time.


While Canada Post management plans service cuts and closures, we prefer to do more work for our communities. We will use our upcoming round of bargaining to try to bring you new and improved postal services, while remaining profitable, including:

- longer hours of business
- banking, insurance, financial services
- government services like licenses, permits, library service — these would vary according to your community
- more door-to-door delivery
- expanded parcel service
- a reduced carbon footprint
- same-day delivery
- evening & weekend premium delivery services

Thank you for taking the time to read this.  
For further information, see our website

[www.cupw-sttp.org](http://www.cupw-sttp.org)

or contact



**cupw-sttp** **CUPE**

The Union is also working on a service improvement fact sheet to be sent to the locals. National has also sent out a questionnaire entitled “*Examples of Need for New and Improved Public Postal Service*” on September 23. The questions are listed below.

1. Please provide examples of communities in or near your local that do not have a bank.
  - a. Please provide the name, address and phone number of possible allies.
2. Please provide examples of areas that lack a post office of any kind (private/public) and clearly need a post office. Please provide distance to nearest post office (private or public).
 

Distance to nearest post office (private or public):

  - a. Please provide the name, address and phone number of possible allies.
3. Please provide examples of where door-to-door delivery should be extended (e.g. areas with high concentration of seniors and disabled residents).
  - a. Please provide the name, address and phone number of possible allies.
4. Please provide examples of where door-to-door delivery could easily be extended (e.g. homes with community mail boxes surrounded by homes receiving door-to-door delivery).
  - a. Please provide the name, address and phone number of possible allies.
5. Please provide examples of other kinds of services that Canada Post should be providing in your community and provide explanation.
 

Explanation:

  - a. Please provide the name, address and phone number of possible allies.

It is imperative that this type of information be sent to the negotiators. If we are to achieve our job creation via service improvement goals, we need to be doing public campaigns. Going to CMB delivery areas with a measuring wheel for example and talking with the customers about our program of demands and asking for their support. We need to get the public to raise awareness and write their MPs.

## URBAN NEGOTIATIONS

Sister Cathy Kennedy and Brothers Doug Hacking and Sylvain Lapointe, members of the Urban Negotiating Committee, joined for this segment of our meeting. Brothers Hacking and Lapointe were present for the entire meeting.

They gave a presentation on CUPW’s demands for this round of Urban Negotiations. They went through the demands at the Delivery table and provided details on the content and scope of each demand. They then gave the NWMC members an opportunity to comment or ask questions. Although some of the aspects of the Delivery demands may be complex, our focus is simple.

We need three basic things:

- 1) Accurate values for all work performed;
- 2) A system that is transparent so we can verify that the values that we negotiated are in place and that members can ensure they are getting proper value;
- 3) Where workloads exceed or fall outside the average that we have a mechanism to deal with overtime and over burdening.

The Negotiating Committee would like to thank the National Work Measurement Committee for inviting them to the meeting and for the NWMC insights and comments on the different issues.

It is clear that we need the support of the membership. We must send all relevant information to the Negotiating Committee from members, shop stewards, local executives, regional and national officers and union representatives. On the work floor participating in union activities and keeping informed are key; but we need to be working to rule in support of our negotiators but also in support of our Sisters and Brothers from group 2 in Winnipeg and now at the Adelaide postal station in Toronto who have been impacted by the changes of Modern Post. Also, we need to support our Sisters and Brothers from groups 1, 3 and 4 who have been impacted by the technological changes in Canada and Québec. As well, our Sisters and Brothers in the RSMC bargaining unit, who have been without a contract for almost a year and who are also facing Modern Post, need out support.

**TOGETHER WE STAND, DIVIDED WE FALL**

## **REGIONAL REPORTS – MEMBERS OF THE NWMC**

### **PACIFIC REGION**

A report from Karen De Francesco of the Pacific Region was given out at the meeting. A copy of the report is attached as an addendum to this report and covers the following topics:

- 6.05 notices;
- Dulude's decision on Union access to the work place;
- Vehicle operator's permit;
- Bring back the temporary employees;
- Street letter boxes.

## **PRAIRIE REGION**

At the time of the meeting we had received the written reports from the members of the Prairie Region which were distributed to the members of the NWMC. A copy of these reports is attached as an addendum to this report.

Brian Blair's report covered the following topics:

- MSC Hub;
- Letter Carrier Restructures;
- AIM & Georoute;
- 071 Form;
- Edit Books;
- Bar Charts;
- RSMCs.

Joanne Freund's report covered the following topics:

- Depot 1 Restructure;
- Depot 10 Restructure;
- Depot 14 Restructure;
- Transportation Restructuring;
- CMPP – Inside Workers.

Sister Freund also submitted a report entitled “Report to the NWMC – Transportation” – June-November 2010.

Guy Demers' report from the Calgary Local covered the following topics:

- Depot One Restructure;
- Depot 10 Restructure;
- Depot 14 Restructure;
- Depot 16 Restructure.

## **QUÉBEC REGION**

Brother Leblanc reported that CPC had taken away the right hand drive vehicles and the vehicles they brought in, mainly Ford Connects, were not suited for the types of routes they were assigned to. As a result, in some urban delivery areas CPC is now saying that they will need to put in CMBs because home delivery is not safe. On some routes two trips are needed from the depot because the new vehicles do not have enough cargo space.

Attached as an addendum to this report are the following regional reports:

### **ONTARIO REGION**

Jeff Carroll's report covered the following topics:

- Scarborough – Sequencing;
- Hamilton – Sequencing;
- London, Kitchener and Windsor – Sequencing;
- Article 50.

### **METRO-TORONTO REGION**

Doug Hacking's report covered the following topics:

- Edit Book;
- Adelaide/Postal Transformation;
- Other Issues Raised Concerning the Adelaide Restructure;
- Mississauga Depot 2;
- Etobicoke Station C;
- New facility at 66 Ray Avenue;
- Other Issues

Paul Chaplain's report covered the following topics:

- Regional Reports;
- Winnipeg;
- Negotiations.

### **CENTRAL REGION**

Susan Kierstead's report covered the following topics:

- Restructure in transportation for the shuttle routes and Station S;
- State of the art, green environmentally friendly facilities;
- Kanata restructure;
- Transportation lost shuttle routes from Kanata, Station J and Merivale Depot;
- Loss of full time routes in Station S;
- Station J moved location;
- Station C pilot project for testing GPS capabilities on the PDT's;
- Restructure operations in the plant triggers section bid.

### **ATLANTIC REGION**

Nicola Boone and Tony Roger's report covered the following topics:

- Bar Chart Information;
- LCRMS Five-Day Educational;
- Restructure Information:
  - Bridgewater



- Kentville
- DDC
- Moncton
- Forced Overtime;
- Postal Transformation – St. John's;
- Moncton;
- HIMS;
- Iron Ring.

As well, a relief bar chart for the Atlantic Region was submitted, which is reproduced below.

Office	Relief 2009	Relief 2010	+/-	Total
Antigonish	2	2	0	-25 FT'/+2=
New Glasgow	2	2	0	-23 FT'
Campbellton	3	1	-2	+1 PT'
Yarmouth	1	1	0	
Miramichi	4	3	-1	
Truro	5	6	+1	
Moncton	24	23	-1	
Ann Valley	3	3	0	
Fred/Oro	12	9	-3	
Bathurst	3	2	-1	
Breton	18	18	0	
B'water	1	1	0	
St. Stephen	1	1	0	
Cumberland	2	2	0	
Fundy	11	8	-3	
Nova			-9/+1 msc	
C'hrtown	7	6	-1	
Stephenville	1	1	0	
Summerside	3	2	-1	
Lab City	1	1	0	
Gander	2	1	-1	
Cornerbk	1	2	+1	
St. John's	33	31	-2	
Gr. Falls/Wind	2	2	0	

Unfortunately we did not have time to hear verbal reports from all the members of the Committee. Of course partial reports formed part of the discussions concerning all topics on the agenda.

## APPENDIX AA

### HOUSEHOLDER PROJECT

Brother Jim Crowell joined the members of the committee for this part of the meeting as well as the Modern Post segment. Sister Pierrette Morin and Rob Cook also reported.

Brother Crowell verbally presented the findings on the calculation and application of the percentage of coverage formula, based on the information gathered during the Appendix AA Householder project. A written copy of these finding will be distributed once the percent coverage report is completed.

A “DRAFT” document prepared by the members of the AA committee which outlines the “DRAFT” householder time values is reproduced below. The upcoming full report which will include these values will be very useful at negotiations. Note that the report has not been completed, and some of these time values are still in dispute. A list of the disputed items precedes the chart.

Disputed Items	CPC	CUPW
<b>Paces vs. Feet</b>	Canada Post's position is that the MOST value of 2.5 feet per pace be applied for any free walking activities within a depot.	CUPW's position is that where the actual paces have been counted, this count should be the basis for the time assigned according to MOST.
<b>Fingering While Walking</b>	Canada Post's position remains consistent with as it is stated in the LCTS arbitration around reading while walking.	CUPW believes that it is unsafe to read or finger mail while walking.
<b>Consumers Choice</b>	An I6 is currently allocated to the LC to determine if a receptacle has a consumers choice indicator or not.	CUPW believes that an I16 is required in order to accurately represent the eye movement from one receptacle to another and then determine if there is a consumers choice indicator.
<b>When to Collate (Centralized POC)</b>	CPC believes that it is appropriate for the time values to dictate when the collation activity should be performed.	CUPW believes that a standards analysis, based on the limited sampling obtained during the pilot, is not sufficient to outweigh the evidence that Letter Carriers collate UA for centralized POC as the number of mailings increase.

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Read/Lire DCS	15.3 sec/dcs	15.34 sec/dcs																																																						
Obtain & Prep at Case /Obtenir & Prép. au casier	0.2045 sec/pc	0.0961 sec/pc																																																						
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Merge UA @ Tie Out /Combiner-Fusionner les ESA en attachant	<table border="1"> <thead> <tr> <th># of sets</th><th>TMU's/pc</th><th>Sec/pc + 7%</th></tr> </thead> <tbody> <tr><td>1</td><td>37.82</td><td>1.456</td></tr> <tr><td>2</td><td>32.82</td><td>1.263</td></tr> <tr><td>3</td><td>31.15</td><td>1.199</td></tr> <tr><td>4</td><td>30.32</td><td>1.167</td></tr> <tr><td>5</td><td>29.82</td><td>1.149</td></tr> <tr><td>6</td><td>29.49</td><td>1.135</td></tr> <tr><td>7</td><td>29.25</td><td>1.126</td></tr> <tr><td>8</td><td>29.07</td><td>1.119</td></tr> </tbody> </table>	# of sets	TMU's/pc	Sec/pc + 7%	1	37.82	1.456	2	32.82	1.263	3	31.15	1.199	4	30.32	1.167	5	29.82	1.149	6	29.49	1.135	7	29.25	1.126	8	29.07	1.119	<table border="1"> <thead> <tr> <th>Mailings</th><th>TMU's/pc</th><th>Sec/pc</th></tr> </thead> <tbody> <tr><td>1</td><td>52.12</td><td>1.676</td></tr> <tr><td>2</td><td>44.32</td><td>1.596</td></tr> <tr><td>3</td><td>41.72</td><td>1.502</td></tr> <tr><td>4</td><td>40.42</td><td>1.455</td></tr> <tr><td>5</td><td>39.64</td><td>1.427</td></tr> <tr><td>6</td><td>39.12</td><td>1.409</td></tr> <tr><td>7</td><td>38.75</td><td>1.395</td></tr> <tr><td>8</td><td>38.47</td><td>1.386</td></tr> </tbody> </table>	Mailings	TMU's/pc	Sec/pc	1	52.12	1.676	2	44.32	1.596	3	41.72	1.502	4	40.42	1.455	5	39.64	1.427	6	39.12	1.409	7	38.75	1.395	8	38.47	1.386
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Variable Walking Time/Temps de parcours à pied Variable	25.75 sec/POC (PDR)	25.07 sec/POC (PDR)																																																						
UA last day/ envois sans adresse dernier jour	6.55sec./ Last day call / dernier jour de livraison	8.8596 sec.last day POC / PDR-dernier jour																																																						
5 day mailings/ ESA à 5 jours de livraison	25% method(e) = <b>3.23 sec/pc</b> 20% method(e )= <b>8.93 sec/pc</b>	3.33 sec/pc																																																						
Outside Delivery - Door to Door /Livraison à l'extérieur-porte à porte	<b>34.85 sec/rte/day (jour)*</b> *Value was not included in the pre-pilot time value due to ongoing arbitration surrounding reading while walking/ Cette valeur n'a pas été incluse dans les valeurs de temps Pre-pilote du au fait de l'arbitrage à propos de la lecture en marchant	BH1 = <b>49.84 sec/rte/day (jour)</b> BH2 = <b>168.46 sec/rte/day (jour)</b> BH1S1 = <b>144.66 sec/rte/day (jour)</b> BH=Dans la main (après le courrier) S=dans la sacoche																																																						

**Sunday, November 7, 2010**

## **LETTER CARRIER ROUTE MEASUREMENT SYSTEM (LCRMS) MANUAL**

The parties have been consulting on changes to the LCRMS manual for months. These changes are associated with Modern Post as well as Dynamic Assessment.

A document prepared by Brother Mackenzie entitled “*Dynamic Assessment at a Glance*” is reproduced below.

### **DYNAMIC ASSESSMENT AT A GLANCE**

<b>OLD</b>	<b>WITH DYNAMIC ASSESSMENT</b>
<ul style="list-style-type: none"> <li>Indexed mail volumes from volume count attributed to LDUs on existing routes.</li> </ul>	<ul style="list-style-type: none"> <li>Indexed mail volumes from volume count attributed to LDUs on existing routes.</li> </ul>
<ul style="list-style-type: none"> <li>Rate per call calculated from time values for all mail attributed to LDU (rate expressed in Time Values per POC for the LDU).</li> </ul>	<ul style="list-style-type: none"> <li>Rate per call calculated from volumes of all mail attributed to LDU (rate expressed in volume per POC for the LDU) (see Chapter 3, p. 24).</li> </ul>
<ul style="list-style-type: none"> <li>% of Coverage calculated for LDUs on old route using new indexed volume from count.</li> </ul>	<ul style="list-style-type: none"> <li>% of Coverage calculated for LDUs on old route using new indexed volume from count (see Chapter 5, p. 2, 083 form).</li> </ul>
<ul style="list-style-type: none"> <li>New routes are constructed.</li> </ul>	<ul style="list-style-type: none"> <li>New routes constructed.</li> </ul>
<ul style="list-style-type: none"> <li>Volume-driven time values for each LDU (with % of coverage for entire old route applied) transferred to new route.</li> </ul>	<ul style="list-style-type: none"> <li>Indexed mail volume data transferred with LDUs to new route (see Chapter 3, p. 24).</li> </ul>
<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li>% of Coverage recalculated for LDUs on new route using new indexed volume data transferred with route (see Chapter 5, p. 2, 084 form).</li> </ul>
<ul style="list-style-type: none"> <li>% of coverage remains the same until next restructure.</li> </ul>	<ul style="list-style-type: none"> <li>% of Coverage is dynamic, changing with addition or deletion of each point of call, or filling of each vacancy (see Chapter 5, p. 3. 084 form).</li> </ul>

<ul style="list-style-type: none"> <li>For a new POC, rate per call for LDU is added (plus physical characteristics from 038).</li> </ul>	<ul style="list-style-type: none"> <li>For a new POC or deletion of POC, volume rate per call for LDU is added or subtracted. Physical characteristics on 038 for the call are also added or “turned on”, or subtracted or “turned off”, as applicable (see Chapter 5, p. 3. 084 form).</li> </ul>
<ul style="list-style-type: none"> <li>For POCs on a new LDU, use rate per call from a like LDU.</li> </ul>	<ul style="list-style-type: none"> <li>For POCs on a new LDU, use volume rate per call from a like LDU.</li> </ul>
<ul style="list-style-type: none"> <li>If route changes from foot to motorized or vice versa, satchel credits (or not) for old route move to new route.</li> </ul>	<ul style="list-style-type: none"> <li>If route changes from foot to motorized or vice versa, satchel credits are added or subtracted as applicable to the change in the type of route (see Chapter 3, p. 19, 21).</li> </ul>
<ul style="list-style-type: none"> <li>If case type changes, new route gets credits based on old case type.</li> </ul>	<ul style="list-style-type: none"> <li>If case type changes, time values for the new case type are applied to the volume for each new LDU.</li> </ul>
<ul style="list-style-type: none"> <li>Large volume receivers without their own LDU treated like other calls on route.</li> </ul>	<ul style="list-style-type: none"> <li>Exceptional POCs (usually high volume) can be isolated and treated like an LDU, using the “Single POC Profile” concept. (see Chapter 4, p. 8).</li> </ul>
<ul style="list-style-type: none"> <li>Sortation and delivery cannot be separated for purposes of calculating the percentage of coverage.</li> </ul>	<ul style="list-style-type: none"> <li>Sortation and delivery for a LDU or Single POC Profile can be separated, and credit given separately to different routes, and can be treated separately in the percentage of coverage calculation. (see Chapter 5, 084 form).</li> </ul>

Brother Mackenzie took us through chapters 1, 3, 7, 9, 10 and 16.

The changes to these chapters are primarily related to Modern Post. Provision is made for new Park and Loop MM stops, for crediting of machine sequenced mail and for crediting time to change case strips. The Chapter 7 changes describe the method for measuring loading and unloading time, and time to obtain and dispose of the vehicle. Provision is made to use the MSCWSS Manual provisions regarding Commercial Pickups. Chapter 16 is a new transition chapter that allows volume count data that was gathered prior to the implementation of mechanized sequencing to be used.

Some of the Chapter 1 and 3 changes relate to the concept of Dynamic Assessment. These changes describe how data will be transferred to LDUs on new routes rather than time. Chapters 4 and 5 will also change with Dynamic Assessment. These changes are still under discussion.



The parties have agreed to discuss other issues once this round of changes is complete. One such change is a clear description of how the volume of parcels currently delivered by MSCs will be determined. The process used in Winnipeg and Moncton needs to be described in the LCRMS Manual, probably Chapter 3. The Committee was given an employer document describing this process.

The union will be sending the new versions of manuals to the locals and regions once this round of changes is complete. New versions will be posted on the I drive and our web site as they are completed. The next step will be to update our education material.

## MODERN POST

Two reports from recent visits to Winnipeg were reproduced for the members of the Committee. One from the urban negotiator's, Brothers Rick Murray's and Geoff Bickerton's visit on October 13<sup>th</sup> and one from Brother Lafleur's visit on October 14<sup>th</sup>.

The reports touched on the following topics:

### October 13

- No fatigue matting at MLOCR;
- Not enough staff;
- Health & safety violations;
- Carts not stable and hard to move when full;
- Hold and mail to be readdressed not being culled from sequenced mail;
- Sequenced mail arrives with no break cards;
- Only 60% of mail is sequenced;
- Packets arriving late;
- Over-filled flatainers;
- Insufficient training;
- Scanning shortfalls;
- Equal opportunity is a mess;
- Management allowing early starts;
- Letter Carriers collating householders on the floor;
- Congestion in the LCA work area;
- Only 1 DRS terminal;
- Letter carriers feeling pain in arm from new work method;
- RSMCs dealing with congestion and lack of equipment daily.

**October 14**

- CPC refuses to allow a Union meeting on their premises so meeting is held on the street with excellent participation;
- Good update meetings with RSMCs;
- RSMCs continue to sort all sequenced mail;
- Portions of walks not delivered on previous day;
- Some PCI undelivered since October 12;
- Short staffed especially LCAs;
- Management doing bargaining unit work;
- About 10 parcels a day are delayed because there is no knowledge;
- Sort, missorts and readdressed in station mail is going around in circles from plant to depot;
- Loading of vehicles done with 2 carts;
- There is only 1 compulsory overtime list from wave 2;
- Senior members prefer wave 1 positions, it is impossible to read the letters sorted with the oversize on the arm during delivery, house holder mail being sorted with oversize, some Letter Carriers are sorting all the sequenced mail in their case, no one seems to be using the work method of multiple bundles, many have tried CPC's proposed method but have felt pain in their arms, shoulders, neck and back, mail is being dropped, the oversize bundle must be kept close to the body to avoid dropping mail, I observed mail being dropped in the short time I was out on the route with Brother Doug Cobb the Shop Steward, change of address cards are being tied up with the mail, it will impossible to reload the satchels on the passenger side of the vehicle in the winter because of snow, in some delivery areas parking spots are hard to find.

Brothers Murray's and Lafleur's reports were also reproduced on the CD that formed part of the staffing report, which was handed out to the NEB during the October meeting. All NEB staffing reports and attachments are posted on the I drive which is accessible to all national and regional officers, union representatives, researchers and administrative assistants. The reports are also posted on our web site.

It is clear CPC's strategy is to implement Modern Post and hope that the workers will make it work. It is detrimental that every one of us exercises our contractual rights and work in a safe manner and at a reasonable pace. The activists will continue to consult, grieve, negotiate, communicate, educate, raise awareness with the public, the media and politicians; but if in the end there Modern Post is implemented without any problems we will not make as many gains. The members must force CPC to, increase staffing levels, respect health & safety concerns, pay overtime when we work it, do verifications under article 50 and appendix LL, and this applies to every group and bargaining unit. We need to do public and media campaigns around our job creation via improved postal services.



Below is a copy of a press release of an action that was taken by members in Winnipeg.

## Mail carriers deliver protest message

Global News: Friday, November 5, 2010



About a dozen Canada Post mail carriers took to the streets going door to door Thursday night, but they weren't delivering mail. Instead, the group delivered a light bulb and a flyer to about 500 homes in Fort Rouge.

**Photo Credit:** Global News, -

About a dozen Canada Post mail carriers took to the streets going door to door Thursday night, but they...

- About a dozen Canada Post mail carriers took to the streets going door to door Thursday night, but they weren't delivering mail.
- Instead, the group delivered a light bulb and a flyer to about 500 homes in Fort Rouge.
- They call the delivery "Postlights for Posties."
- The goal is to explain to residents why they haven't been getting their mail on time.
- "Customers are calling us, they're not getting their pension cheques in some areas of the city until after the banks are closed," says Bob Tyre, President of the Canadian Union of Postal Workers.
- The Canada Union for Postal Workers claims that recent changes made by Canada Post to its delivery method mean mail is sorted later, so carriers now work in waves, some working much later than they used to.
- "You can't see your feet, it's dark, you can't read the mail, there's dogs in yards at night. We know what life is like at 10 o'clock at night in some parts of the city," adds Tyre.
- Though the group isn't against the efforts to modernize some of how it works, they say changes like how the mail is bundled make for longer shifts, more trips and unwanted overtime.
- The union says it's tried to reason with the Crown Corporation but to no success.
- They are hoping this campaign will help discussions along. Meanwhile they say some can expect their mail later and are asked to leave a light on.
- A spokesperson for Canada Post in Winnipeg could not be reached for comment.

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Read it on Global News: [Mail carriers deliver protest message](#)

## **MSC ISSUES**

### **STREET LETTER BOX (SLB) SAMPLING STUDY**

The SLB sampling study was completed a few days after the meeting. The last round of samplings was in Montreal. After that, the data will have to be compiled. Thanks to local observers in London, Windsor, Scarborough, Toronto and Montreal for their assistance. The SLB clearances being sampled were boxes with containers inside the box.

### **SLB CONTAINERIZATION**

A schedule for the rollout of the use of containers to collect SLB mail was provided. In most locations, the containers would be introduced in advance of the boxes, and MSCs, MLCs, and RSMCs would be asked to use the containers as though they were bags.

CUPW has objected to this practice, saying that the containers and boxes should be introduced together. The National Joint Health and Safety Committee is still studying the containers (weight, possible use of a lid). Time values for clearing boxes with containers (sweeping mail into the container) has been identified as an issue by the Union.

## **PERSONAL DATA TERMINAL**

CPC has said that it plans to give all letter carriers PDTs over the next few years, even foot routes. Foot routes that do not return to the depot would have to take the PDT home and replace the batteries the next morning. There are a number of questions that remain to be discussed with CPC.

Canada Post also plans to abandon the “Easy Sort” PDT-assisted sortation for parcels and packets that it is using as part of Modern Post in Winnipeg depots. The PDT is used to scan the bar code on the item. The route number then appears on the screen. Instead of using “Easy Sort”, CPC plans to do the same thing with an enhancement of its current PDT technology. They plan to introduce this everywhere, not just to Modern Post sites. The first locations will be Adelaide depot in Toronto, a Modern Post site, and Station C in Ottawa, a non-Modern Post site.

A copy of the most recent rollout schedule was provided to the Committee. It was noted that PDT-related schedules have been amended frequently in recent years.

## **RECOMMENDATION OF THE NWMC TO THE NEB**

### **URBAN NEGOTIATIONS**

#### **1) SUPPORT FOR NEGOTIATORS**

**WHEREAS:** Urban negotiations have begun;

**WHEREAS:** Modern Post is a direct attack on existing work methods;

**WHEREAS:** our collective strength makes us strong;

**THEREFORE BE IT RESOLVED THAT:** the NWMC fully supports the Negotiating Committee.

#### **2) LCRMS**

**WHEREAS:** there must be full transparency during route restructures;

**WHEREAS:** observers are being denied access to forms and reports;

**WHEREAS:** the union needs to improve on the language of articles 46 and 47;

**THEREFORE BE IT RESOLVED THAT:** we improve article 47 by negotiating language that would stop CPC from implementing route restructures until the union observers have received all the forms and reports we will list in articles 46 and 47 (LCRMS & MSCWSS forms, Georoute reports, etc) as per demands 79 and 90.

**BE IT FURTHER RESOLVED THAT:** future contractual language force CPC to give us reports that clearly indicate the number of letters, oversize, PCIs by category, and householders we are expected to handle on a daily basis as per demands 79 and 90.

#### **3) ROUTE RESTRUCTURES**

**WHEREAS:** we have faced a reduction of routes during many restructures with some that need to be investigated;

**WHEREAS:** we need good documentation for arbitration and negotiations;

**WHEREAS:** we have a list of close to 20 postal stations where we have lost more than 5 FTE routes in the last year;

**WHEREAS:** we are facing forced overtime (15.08 and 17.04), increased injuries, non delivery of routes;

**WHEREAS:** Letter Carriers in Winnipeg and other locations in the near future are having their mail sequenced;

**THEREFORE BE IT RESOLVED THAT** CUPW investigate what has transpired on the work floor since the last route restructure was implemented in all locations where we have lost more than 5 FTE routes, and report back to the negotiating committee. The locations based on the restructure reports received at national office are: Toronto Q & Adelaide, Vanier, Station S, Orleans & Downtown Ottawa, Barrie, Moncton 2 depots, Youville, depot 11 and station D Scarborough, depot 10 Calgary, depot 1 Victoria, depots Charleswood, C, J, M, Winnipeg, depot 2 Surrey;

**BE IT FURTHER RESOLVED THAT:** CUPW put an investigation process in place to track, on a weekly basis, the ongoing realities on the work floor following the implementation of the sequencing of mail.

#### **4) ROUTE RESTRUCTURE GRIEVANCES**

**WHEREAS:** CUPW has demand 90;

**WHEREAS:** CPC has used clause 47.11 as a jurisdictional football;

**WHEREAS:** these types of grievances need to be prioritized;

**THEREFORE BE IT RESOLVED THAT:** route restructure grievances be dealt with in the regular arbitration process but not be subject to the FIFO rule so that they must be heard on a priority basis.

### **LCRMS**

#### **5) RETURN TO SENDER IN MAIL ROOMS**

**WHEREAS:** CPC is doing away with directory book 10s;

**WHEREAS:** CPC has a policy to deliver mail as addressed;

**WHEREAS:** Letter Carriers have no values to clean mail rooms or to pick up mail in residential receptacles;

**THEREFORE BE IT RESOLVED THAT:** CUPW put CPC on notice under appendix V of the urban collective agreement that proper values need to be established.

## **STRUCTURE COMMITTEE**

### **6) NATIONAL WORK MEASUREMENT COMMITTEE**

**WHEREAS:** staffing is a priority for the Union;

**WHEREAS:** the NWMC should be more encompassing;

**THEREFORE BE IT RESOLVED THAT:** the NWMC be made up of members from all groups and RSMCs while maintaining the present number of members (2 per region).

## **SICK LEAVE**

### **7) ENTITLEMENT**

**WHEREAS:** senior members in Halifax have discovered that their sick leave credits accumulation total was not accurate, and always in CPC's favour;

**WHEREAS:** CPC is attempting to introduce the Short Term Disability Program;

**WHEREAS:** sick leave is a right unions have negotiated many decades ago;

**THEREFORE BE IT RESOLVED THAT:** all locals be notified of the situation in Halifax to see if the miscalculation of accumulated sick leave credits is national in scope.

Solidarité,



Donald Lafleur  
4<sup>th</sup> National Vice-President

*DL/lk-cope 225*