

April 23, 2008

## Convention 2008: We Never Stopped!

The recent convention was a very busy time for more than 600 postal workers who attended as delegates. Delegates worked long hours and adopted resolutions that will improve both the functioning of the union and services to the members. The following issues were addressed by the convention.

### Structure Review:

Is our current structure appropriate for a union with numerous bargaining units representing members with many different employers? Does our structure encourage the participation of all members including women, members of equity seeking groups, as well as young workers and retirees? What changes are necessary so that we can continue to provide a high level of services to all members of the union and maintain our financial viability? After a long and thoughtful debate delegates to the convention decided that these questions will be examined by a small independent third party committee that will conduct a review of the union's structure, finances, meetings, procedures and services. The committee will be appointed by the NEB and must have a trade union background and be familiar with CUPW. It will solicit input and consultation from all levels of the union through surveys, focus groups, and interviews. It will submit a report to the NEB at least six months prior to the pre-convention area council meetings so that their observations and recommendations can be considered at the next convention.

### New Education Policy:

Under the theme "bring it home!" the delegates adopted a new education policy which emphasizes the need to provide local and regional education representatives with the tools to deliver courses locally. The national education department will prepare a list which breaks down all of the union's education courses into individual modules. All courses will also be graded from beginner to advanced. This will allow facilitators to break down courses depending on their needs.

The catalogue will include DVDs, CDs, manuals, books and equipment.

### Additional Union Reps:

The Central, Ontario, and Prairie regions will all have an additional full-time union representative.

### Dues Increase; More Money to Locals:

Basic union dues will be increased from 2.9 hours per month (based on the maximum rate for a mail handler) to 3.0 hours. This represents an increase of 3.4%. The majority of the increase will be reimbursed to the locals whose rebates will be increased from 25% to 26%. Smaller locals with less than 250 members will also receive additional funding.

### Membership Participation and Organizing:

Currently each region is allowed to spend \$10,000 to strengthen the participation of women and equity seeking groups. Any of this not spent will be used for organizing activities.

### National Women's Committee:

Elected representatives on the National Women's Committee will be authorized up to 10 days paid union leave to work on campaigns, events and bulletins.

### Policies Adopted:

Several important policies were also adopted at the convention.

### Postal Deregulation:

The union will educate the membership and fight against any attempt to deregulate the post office or remove the universal service obligation.



### **End the War:**

CUPW calls on the government to immediately withdraw troops from the war in Afghanistan and provide genuine humanitarian aid to the people. The union will also work with the Canadian Labour Congress and peace groups to build awareness about the real reasons and effects of the war.

### **Palestine and Israel:**

CUPW will work towards an end to all acts of violence including military assaults and suicide bombings. The Union calls on Israel to immediately withdraw from the occupied territories in accordance with UN resolution 242 and tear down the Israeli – West Bank barrier. The Union calls on the Canadian government to increase humanitarian aid to Palestinians. The Union will also support the international campaign of boycott, divestment and sanctions until Israel recognizes the Palestinian people's right to self-determination and right to return to their homes as stipulated in UN resolution 194.

### **Greater Autonomy for Quebec:**

The Quebec regions will have greater autonomy in the areas of union education, social stewards, women's issues and international solidarity.

### **Letter Carrier Work Measurement System (LCRMS):**

The LCRMS shall not be used to assess the performance of employees or result in overburdening of members.

### **Wage Recovery for injured workers:**

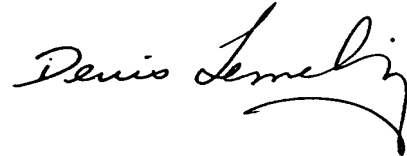
The union will campaign to ensure that postal workers have the same protection as provincial workers concerning the recovery of wages following a workers compensation claim.

### **Hard Work By All**

On behalf of all of the CUPW members I wish to thank the convention delegates for their hard work and discipline. CUPW conventions have long hours and delegates also attend numerous caucuses which are scheduled prior to the convention, during the lunch time and upon adjournment.

At all times the rate of participation was extremely high. I also wish to thank the CUPW office staff for the excellent job in preparing the materials for the delegates, making the travel arrangements and all of the other background work that is necessary to have a smooth running convention.

Solidarity,



Denis Lemelin  
National President

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