



REPORT OF THE 4TH NATIONAL VICE-PRESIDENT

**PRESENTED TO
THE NATIONAL EXECUTIVE BOARD**

JUNE 2009



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STAFFING

STAFFING INFORMATION ON THE “I” DRIVE

All staffing information is posted on the “I” drive of the computer system (I:\Staffing-Effectif). The information is available to all members working in the regional and national offices. This information includes the internal ratio under Appendix “P”, hours worked under clause 14.29 (Urban Operations), 075 forms (letter carriers), 111 forms (MSCs), RSMCs, and Groups 3 and 4. The 075 forms for March 2009 as well as the 111 forms were given to the national Directors on compact disk.

APPENDIX “P” - RATIO REPORT

Below is a copy of the appendix P March 2009 fiscal year report. The unadjusted ratio is at 84.36% the adjusted ratio is at 77.64%.

9516 CUPW Group 1 - Full time to total hours ratio
9516 STTP Groupe 1 - Proportion d'heures à temps plein / heures totales
Fiscal Year and Posting Period / Exercice comptable et période comptable: 2009/3

		PTD / PA	YTD / CA
Regular Paid Hours / Heures régulières payées	Full Time Regular Paid Hrs (A) HR	2,217,983	5,994,885
	Part Time Regular Paid Hrs (B) HR	477,735	1,302,340
	Total Regular Paid Hrs (C=A+B) HR	2,695,717	7,297,225
	Term/temp Regular Paid Hrs (D) HR	143,641	424,277
	Grand Total Regular Paid Hrs (C+D) HR	2,839,358	7,721,502
Leave Hours for Regular Empl. / Heures de congé pour employés réguliers	Casual Sick HR	45,549	127,616
	Certified Sick HR	104,292	281,275
	Injury on Duty HR	29,500	77,026
	Special Leave HR	5,940	16,358
	Early Departure HR	83	373
	LWOP - Sick HR	11,865	34,237
	LWOP - Other HR	46,355	119,691
	LOA > 30 Days HR	217,961	584,027
	Total Absenteeism (E) HR	461,544	1,240,604
	Adjustment Rate (F=E/C)	0.1712	0.1700
	Adjustment Rate % %	17.12	17.00
	Alpha (Adjustment Rate - 0.0857)	0.0855	0.0843
A / (Grand Total - (Alpha *C))	Full Time Adjusted Ratio %	85.02	84.36

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9515 CUPW Group 1 Paid Hours / Heures payées - STTP groupe 1

Fiscal Year and Posting Period / Exercice comptable et période comptable: 2009/3

Full-time Ratio with adjustment factor / Proportion de temps plein avec facteur d'ajustement: 84.36%

Fiscal year to date / Exercice comptable à jour

Assistance



Cost Center - AHN	Full Time Indeterminate / Temps plein indéterminé			Part Time Indeterminate / Temps partiel indéterminé			Temporary / Temporaire Overtime / Heures suppl.			Grand				
	Regular	@ 1.5	Total	Regular	@ 1.5	Total	Regular	@ 1.5	Total	Regular	@ 1.5	Total		
Overall Result	5,994,885	58,711	39,199	6,092,784	1,302,340	7,716	3,840	1,313,896	424,277	2,544	1,115	427,936	7,834,626	77.63
Canada Post Allocation Hierarchy	5,992,183	58,699	39,190	6,090,092	1,302,340	7,716	3,840	1,313,896	424,277	2,544	1,115	427,936	7,831,914	77.62
Field Operations	5,989,183	58,689	39,180	6,087,072	1,302,105	7,716	3,840	1,313,681	424,256	2,544	1,115	427,914	7,828,647	77.62
MAJOR PLANTS	3,758,182	30,757	23,984	3,818,934	720,370	2,845	2,566	725,781	225,413	620	561	226,594	4,771,309	80.59
Major Plants Mail Processing	3,698,070	29,054	28,988	3,725,852	673,707	2,776	1,566	678,070	210,200	592	483	211,285	4,615,207	80.58
Major Plants Mail Processing	202,805	1,752	2,874	207,432	52,044	378	322	52,742	12,336	33	15	12,384	272,558	75.90
Major Plants Atlantic-St. John's	36,072	326	319	36,717	12,537	69	33	12,639	3,085	31	14	3,129	52,485	69.78
Major Plants Atlantic-Saint John	34,981	187	275	35,443	5,238	14	(2)	5,250	2,829	3	2	2,829	43,521	81.26
Major Plants Montreal	45,980	248	737	46,944	12,924	135	161	13,220	3,501	3	2	3,505	63,670	73.67
Major Plants Halifax MPP	85,782	892	1,544	88,328	21,345	158	130	21,633	2,821	0	0	2,821	112,982	77.95
Major Plants Quebec	754,987	5,523	5,489	765,969	137,963	635	541	138,139	87,068	157	328	87,550	972,688	78.64
Major Plants Quebec-Quebec	48,214	14	14	48,228	8,598	5	0	8,541	4,761	0	0	4,761	62,529	78.73
Major Plants Quebec-St. Laurent LPP	495,831	5,183	4,247	505,281	83,214	578	447	84,239	37,269	118	214	37,601	627,101	80.45
Major Plants Quebec-ST. Laurent PPP	208,942	328	1,242	211,510	46,214	52	93	46,359	25,038	38	112	25,188	283,058	74.66
Major Plants Huron-RD	574,029	7,511	6,211	587,751	85,302	566	180	86,059	34,489	98	101	34,689	706,509	82.73
Major Plants HuronRD-Ontario	206,306	2,074	2,090	210,471	31,163	123	16	31,302	15,681	6	8	15,695	257,467	81.50
Major Plants HuronRD-Hulltown	188,288	2,145	1,471	189,902	25,869	209	38	26,145	2,301	7	(2)	2,307	188,354	85.50
Major Plants HuronRD-Kitchener	71,041	1,210	903	73,153	5,980	37	73	5,989	7,416	52	62	7,530	86,672	84.23
Major Plants HuronRD-London	87,588	1,890	1,547	89,135	15,227	149	13	15,389	6,319	19	(3)	6,335	112,859	80.26
Major Plants HuronRD-Windsor	42,788	93	200	43,080	7,133	48	52	7,233	2,783	14	14	2,833	53,157	81.19
Major Plants HuronRD-Windsor	1,088,776	6,300	7,126	1,102,203	233,293	582	257	234,132	18,971	(16)	(16)	18,955	1,355,200	81.19
Major Plants Ontario	502,598	3,867	4,787	511,211	104,323	373	246	104,942	11,474	(16)	(16)	11,458	627,612	81.27
Major Plants Toronto-Ontario	586,219	2,433	2,339	590,982	128,871	208	11	128,190	7,496	259	61	55,093	788,314	81.01
Major Plants Toronto-South Central	627,875	7,256	5,880	641,011	92,384	558	258	93,210	54,774	259	61	55,093	788,314	81.01
Major Plants PRA	152,324	1,680	788	154,751	21,732	216	10	21,858	14,335	73	1	14,408	191,118	80.86
Major Plants Prairie-Winnipeg	23,729	602	807	25,138	5,562	23	48	5,632	2,909	59	24	2,991	33,781	79.69
Major Plants Prairie-Thunder Bay	41,773	1,305	613	43,681	9,467	46	12	9,525	1,412	2	2	1,414	54,630	79.34
Major Plants Prairie-Regina	42,949	154	79	43,181	6,708	9	7	6,726	2,453	3	10	2,465	52,371	82.42
Major Plants Prairie-Saskatoon	178,348	735	1,322	181,405	29,080	97	67	29,244	21,120	2	13	21,135	231,783	78.13
Major Plants Prairie-Edmonton	187,522	2,893	1,924	192,845	18,843	168	114	20,126	12,545	121	13	12,680	225,651	85.29
Major Plants Prairie-Calgary	418,697	752	1,107	421,457	72,710	59	19	72,788	22,553	45	(6)	22,604	516,849	81.50
Major Plants Pacific-Vancouver PPP	136,630	73	410	137,113	18,576	3	0	18,579	3,003	45	(6)	3,007	158,689	86.36
Major Plants Pacific-Vancouver LPP	238,724	368	981	239,653	44,972	4	19	44,976	14,006	45	13	14,006	286,635	90.19
Major Plants Pacific-Victoria	44,243	312	137	44,691	8,162	52	19	8,233	5,544	28	88	5,601	59,525	75.05
Major Plants Pacific-Victoria	77,525	1,657	1,306	80,488	43,089	67	979	44,365	15,207	28	6	15,303	140,727	75.44
Major Plants Pacific-Victoria	19,568	6	2	19,572	2,772	2	2	2,774	6	6	6	6	15,348	81.88
Major Plants Pacific-Victoria	16,549	16,549	4,209	1,231,977	388,789	3,885	850	403,304	122,740	1,173	340	124,253	1,759,535	69.80
Major Plants Pacific-Victoria	1,211,219	12,321	3,071	1,231,977	316,988	2,963	815	319,865	81,321	770	230	92,321	1,337,063	69.04
Major Plants Pacific-Victoria	909,384	1,137	1,137	909,384	82,382	723	235	89,339	31,419	403	110	31,932	422,471	72.62
Major Plants Pacific-Victoria	301,834	4,228	1,137	307,200	82,382	723	235	89,339	31,419	403	110	31,932	422,471	72.62

YTD_CA

Assistance: 1-877-411-8585

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	Full Time Indeterminate / Temps plein indéterminé										Part Time Indeterminate / Temps partiel indéterminé										Temporary / Temporaire Overtime / Heures suppl.										Grand Total		Ratio	
	Overtime / Heures suppl.					Regular					Overtime / Heures suppl.					Regular					Overtime / Heures suppl.					Total		%						
	@ 1.5	HR	@ 2.0	HR	Total	HR	HR	HR	HR	HR	@ 1.5	HR	@ 2.0	HR	Total	HR	HR	HR	HR	HR	@ 1.5	HR	@ 2.0	HR	Total	HR	Total	HR	%					
Cost Center - AHN																																		
RETAIL OPERATIONS	919,915	10,359	4,388	894,712	157,296	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200			
Corporate Offices	918,005	10,375	4,386	892,766	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200	157,200			
Distributors	108			108	15																													
RBMs	1,803	24	12	1,839	81																													
Operations LAD/LAM/LAS	72,206	929	305	73,439	24,881																													
Ops LAD/LAM/LAS/Suppl - Atlantic	13,216	71	16	13,303	5,659																													
Ops LAD/LAM/LAS/Suppl - Quebec	6,838	119	36	6,992	1,451																													
Ops LAD/LAM/LAS/Suppl - Pacific	39,655	728	248	40,631	9,646																													
Ops LAD/LAM/LAS/Suppl - Field	10,200	5	4	10,209	7,910																													
Field Ops Residual - Horizon Réseau	27,661	85	285	28,010	689																													
Ops Ind Admin	2			2																														
Ops Ind Proc Excl	12,854			12,854	689																													
Ops Ind C&D	6,012	59	34	6,105	689																													
Ops Ind Daily & Retail	500			500																														
Ops Ind-Retail																																		
Ops Ind-Rag GM's																																		
Ops Ind-Transport	8,273	6	251	8,530	217																													
Marketing Sales & Service	2,680			2,680	217																													
Others	2,680			2,680	217																													
Service Related Cost Centres	2,680			2,680	217																													
Residual - All Other	330			330	18																													
ASSET MGT GM HO	1			1																														
OPS TECH PROD DEV DIR HO	1			1																														
OPS DRT MKT SVP DTA	9			9																														
OPS POT MGT AND INNOVATION GM HO	9			9																														
EE OHRS GM HO																																		
OPS WS AND FIELD OPS DIR HO																																		
ASSET PROD DIR HO	2			2																														
OPS PROD DIR HO	2			2																														
ENG CONTROLS IMPROVEMENT GM HO	40			40																														
OPS PROC INOV & EXP DIR HO																																		
OPS LEAN SIGMA CENTRE DIR HO	40			40																														
HR VP HO	278			278	18																													
EE HMN PER EXL OPS GM HO	278			278	18																													
EE HMN PER EXL OPS GM HO	2,682	12	9	2,712	0																													
Not Assigned Cost Center - AHN (s)																																		

Assistance: 1-877-411-9685

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GROUP 1 PILOT

The NEB has approved a Group 1 staffing pilot in to be conducted in Montréal and Québec. We will be booking off a union rep to co-ordinate this work. We are taking a closer look at the relief mechanism, extension of hours, overtime, and temporary employee's hours. The intent is to roll this out to every local in preparation for the next round of negotiations.

This is a follow up to the discussion that took place at the president's meeting last February.

CPC'S LABOUR RELATIONS BULLETIN – GROUP 2



Labour Relations Bulletin

Canada Post Corporation / Canadian Union of
Postal Workers – UPO Collective Agreement

SUBJECT: Application of Seniority provisions when both clause 15.14 and 17.04 are applied during daily staffing of Group 2 assignments.

Revised: May 7, 2009

As per the decision of Arbitrator Dulude dated March 2, 2009, when a letter carrier depot must avail itself of clauses 17.04 and 15.14 in order to obtain a sufficient number of employees to cover applicable remaining daily Group 2 absences, management must exhaust these processes prior to allowing any of these employees the opportunity to select the portion of the route they wish to cover.

Once route selection begins, all employees identified under 17.04 and 15.14 will be given the opportunity to select their route portion based on their individual seniority. The resources identified as per 17.04 (a) (v) or (b) (v) will be assigned once the previous step has been completed.

If you have any further questions regarding this issue, please contact your regional Labour Relations Officer.



Bulletin des Relations du travail

Société canadienne des postes / Syndicat des
travailleurs et travailleuses des postes – Convention
collective de l'EPU

OBJET : Application des règles d'ancienneté lorsque les clauses 15.14 et 17.04 sont respectées pour la dotation quotidienne des affectations du groupe 2

Révisé le 7 mai 2009

Conformément à la décision rendue par l'arbitre Dulude le 2 mars 2009, lorsqu'un poste de facteurs invoque les clauses 17.04 et 15.14 pour disposer de suffisamment de personnel pour remplacer les employés de groupe 2 absents, la direction doit appliquer tous les processus requis avant de donner l'occasion aux employés de choisir la partie de l'itinéraire sur laquelle ils veulent effectuer un remplacement.

Une fois que le choix des itinéraires aura commencé, tous les employés sélectionnés en vertu des clauses 17.04 et 15.14 auront l'occasion de choisir la partie de l'itinéraire qui les intéresse en fonction de leur ancienneté. Les employés choisis conformément à l'alinéa 17.04 a) v) ou au sous-alinéa 17.04 b) v) recevront leur affectation une fois que les étapes précédentes (ci-dessus) auront été effectuées.

Si vous avez d'autres questions à ce propos, veuillez communiquer avec votre agent régional des relations du travail.

National Labour Relations

Bureau national des Relations du travail

c.c.: Mary Traversy, Senior Vice President – Operations / première vice-présidente – Opérations
 Doug Jones, Vice President – Operations / vice-president – Opérations
 John Polak, General Manager, Addressing & Delivery / directeur général, Adressage et livraison
 Regional General Managers, Operations / Directeurs généraux des Opérations régionales
 Mark MacDonell, General Manager, Labour Relations / directeur général, Relations du travail
 Regional LR Managers / Gestionnaires régionaux des Relations du travail

LETTER CARRIER ROUTE MEASUREMENT SYSTEM (LCRMS)

RESTRUCTURE REPORTS

Below is a compilation of results from the latest route restructurings:

Location	Type	FT	PT	MR		MVI			PV	MOR
				FT	PT	S/L	O/S	PCI		
Essex	A	SQ6	SQ2	SQ1	SQ0	78.80%	96.20%	117.00%	SQ0	0
Brantford / Paris	A	+4	-1	-1	+2	82.50%	89.70%	110.40%	-6	+1
Thetfords Mines	A	-1	+1	SQ1	+1	108.70%	122.40%	105.49%	SQ0	0
Sherbrooke	A	-3	+1	+1	+1	84.60%	98.60%	98.99%	+2	+11

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

APPENDIX AA

Letter Carrier Cart Study and Steering Committee

On May 13, 2009 the final draft report of the Letter Carrier Cart Study was presented to the Appendix AA Steering Committee.

The Steering Committee recommends continuing to use the current C46 cart as an assistive tool for letter carriers to deliver mail and to make the following improvements to the cart:

- adding replaceable heavy duty anti-slip and protective tips to the front support legs
- upgrading the satchel to better protect the mail from the precipitation

The CPC representatives on the Steering Committee reported that they have no solution to:

- testing the use of a flatainer-type container to replace the satchel;

And they will report back to the Steering Committee with more details on:

- adding a means to safely secure the mail and the cart when it is out of sight

The Steering Committee also agrees that an engineering analysis be undertaken to determine the feasibility and cost of implementing changes to the BOB Cargo making it a practicable alternative to the C46.

Another highlight of the report is that all cart users will be provided safe work training.

[Enclosed](#) is the final report with the appendices.

NATIONAL WORK MEASUREMENT COMMITTEE

The NWMC met on May 23 and 24. A full report will be produced for the next NEB meeting.

MAIL SERVICE COURIER WORKLOAD STRUCTURING SYSTEM - MSCWSS

The Appendix S Memorandum of Agreement is near finalization. We are waiting for some details from the Prairie Region sites prior to signing. All sites will be declared stabilized, but the Local Working Committee will continue in place in Ottawa until the restructure is implemented there in the autumn of 2009. The employer is planning restructures in a number of sites, including Vancouver, Victoria, and Regina. Most of the planned restructures are relatively small and are focused on reducing the time for parcel delivery because of the reduced volumes. Vancouver and Victoria are planning to eliminate weekend parcel delivery.

RURAL SUBURBAN MAIL CARRIERS

HOURS OF WORK STUDY

We are receiving filed out hours of work study data from coast to coast. RSMCS are working beyond their schedule A hours on an ongoing basis. Sister Wilkinson is working on the roll up of the information received and Sister Jarret is taking the information to national consultation. We have received a lot of information from the Scarborough local and from Mitchell as well. The joint study is also taking place in Kelowna and Red Deer. CPC has discouraged employees from participating in the joint study by threatening any RSMC who worked over 40 hours a week for a 4 week period with the assignment of a helper. This would have the effect of reducing RSMCs wages of course. I sent a letter to CPC which is reproduced below.

I would like to thank the negotiators Kathy Zimmer, Nancy Beauchamp, Cheryl Coughlin, George Pratt and Ken Bird. We needed to make some hard decisions and I believe in retrospect that we made the right decisions.

The ratification votes will take place from August 23 to September 28.



377, rue Bank Street,
Ottawa, Ontario K2P 1Y3
tel./tél. 613 236 7238 fax/télé. 613 563 7861

Dossier / File: 1891-H

Le 6 mai 2009

May 6, 2009

Cathy Janveau
Gestionnaire, Transformation des
opérations, FFRS
Société canadienne des postes
2701, promenade Riverside
Ottawa (Ontario) K1A 0B1

Cathy Janveau
Manager - Ops Transformation -
RSMC
Canada Post Corporation
2701, Riverside Dr.
Ottawa, ON
K1A 0B1

Objet : Étude sur les heures de travail des
FFRS – annexe « H »

Ms. Janveau,

Madame,

Re: RSMC Hours of Work Study –
Appendix H

Je vous écris pour vous faire part des
préoccupations du Syndicat en ce qui
concerne les titulaires d'itinéraires de
plus de huit heures.

I am writing this letter to express the
Union's concern regarding holders of
routes over 8 hours.

Postes Canada a décidé que tout FFRS se
portant volontaire pour participer à
l'étude sur les heures de travail devra
avoir recours à un assistant s'il travaille
plus de 40 heures par semaine (huit
heures par jour sur cinq jours). En
adoptant cette position, vous faites en
sorte que personne dont l'itinéraire est à
près de huit heures ne veut se porter
volontaire pour participer à l'étude. Vous
obligez ainsi les FFRS à se dépêcher pour
terminer leur journée de travail ou à ne
pas participer à l'étude. Cette situation
est inacceptable.

CPC has taken the position that any
RSMC volunteering to be involved in
the study who works more than
40 hours a week (8 hours a day over a
five-day period) will be forced to take
a helper. By taking this position you
have ensured that no one with a
route close to 8 hours wants to
volunteer to participate in the hours
of work study. You have created a
situation where RSMCs are forced to
rush through the work day or stay
out of the study. This is completely
unacceptable.

Le Syndicat a proposé de réorganiser les
itinéraires dont le titulaire est contraint

The Union had proposed that we just
restructure any route on which the



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de travailler plus de 40 heures par semaine sur une période de quatre semaines. Nous pourrions simplement retirer une partie de l'itinéraire et l'ajouter à un itinéraire dont le nombre d'heures quotidiennes de travail est inférieur. La direction a rejeté cette proposition et a plutôt décidé de menacer d'obliger les participantes et participants éventuels à l'étude conjointe à avoir recours à un assistant.

Je dois ajouter que le Syndicat est en désaccord total avec votre interprétation de la clause 13.03 sur les mesures intérimaires, qui ne s'appliquent qu'à la signature de la convention collective. Les obligations de Postes Canada en ce qui concerne les heures de travail excessives sur une période continue sont énoncées à la clause 13.02.

Je demande à Postes Canada de reconsidérer sa position et de mettre en application la clause 13.02 afin que nous puissions obtenir un nombre suffisant de volontaires pour l'étude sur les heures de travail. Nous pourrions aussi envisager d'étendre l'étude à d'autres endroits dans la région de Kelowna, tels que Ruthland, Vernon et Penticton. De plus, nous pourrions effectuer immédiatement la réorganisation de tous les itinéraires de la succursale postale.

Veillez nous informer de votre décision.

incumbent is forced to work more than 40 hours over a four-week period. We would remove a portion of the route and give it to a route with fewer daily hours. This was turned down. Instead management decided to threaten to force a helper upon potential participants in the joint study.

I must add that the Union is in complete disagreement with your interpretation of clause 13.03 on interim measures, which only applies at the signing of the collective agreement. CPC's contractual obligation, as it relates to ongoing excessive work time, is found in clause 13.02.

I am by way of this letter requesting that CPC reconsider its position and apply clause 13.02, so we can get a sufficient number of volunteers for the study. We could also look at expanding the study to other locations in the Kelowna area like Ruthland, Vernon and Penticton. It was also suggested that we do the entire station route restructure immediately.

Let us know what you decide.



Donald Lafleur,
4^e vice-président national / 4th National Vice-President

We need to keep getting this type of hours worked information. Sister Wilkinson is contacting the RSMCs who have been sending the data capture sheets to encourage them to keep sending in the information and we are encouraging all RSMCs to fill out the hours of work data capture sheets and send them to my attention at national office. We are putting together a file for negotiations.

This information can also be used to file grievances in our efforts to get paid the hours we work.

FINANCIAL CAP

Over and above the national grievances the union has filed concerning the financial cap, we have also been meeting at the national level to prepare meetings on the financial cap with CPC. So far the Corporation has been refusing reply to our correspondence.

TECHNOLOGICAL CHANGE – POSTAL TRANSFORMATION

The parties keep meeting on a weekly basis. The national CPC grievance on appendix V (Time Values) was heard on May 25 for the first hearing date (see national grievances for details). All the documents and minutes from these meetings are on the I drive.

The employer has now developed a prototype of a cart that will be used to move mail around a letter carrier depot. They have also developed prototypes of a new container to hold letters and flats, and another to hold packets. The cart and these containers will be piloted and tested in May 2009.

The employer is also proceeding with plans to replace mail boxes in Winnipeg and the rest of southern Manitoba and in parts of Montreal with street letter boxes that will hold a third type of container. This approach to mail collection is already in use in Toronto, and is being implemented in London and Windsor as well. In Montreal, the employer plans to replace only 500 of 3000 for the time being. At the other 2500 boxes, the MSC or MLC will be expected to sweep the mail into a container, rather than exchange an empty container for a full one inside the box.

The employer plans to eliminate bags and replace them with these various types of containers.

A householder collation machine made by Shur will be pilot at Vancouver Depot 74 starting in June 2009. If successful, CPC would use this approach as part of its Modern Post initiative.

The employer has indicated that it plans to look at the feasibility of installing a “Mail Management System” inside its new vehicles. This system would consist of racks for holding containers of mail.

NATIONAL EXECUTIVE COMMITTEE – REGIONAL EXECUTIVE COMMITTEE

The meeting began with a plenary on the topic of the Strategic Review and Postal Transformation.

In sub-committees Brother Arbour and I met with the RGOs and the NURs. Below is a letter that was sent to the RGOs prior to the meeting.



377, rue Bank Street,
Ottawa, Ontario K2P 1Y3
tel./tél. 613 236 7238 fax/télééc. 613 563 7861

Réunion du Comité exécutif national et des comités exécutifs régionaux

Meeting of the National Executive Board and Regional Executive Committees

Le 6 mai 2009

May 6, 2009

Dest. : Dirigeante et dirigeant
régionaux des griefs

To: Regional Grievance Officers

Objet : Ordre du jour de la réunion
CEN-CER du 30 mai 2009 au 1^{er} juin
2009

Re: Agenda for the NEB-REC Meeting
from May 30 to June 1st, 2009

Consœur, confrères,

Sister and Brothers:

Conformément aux statuts nationaux du STTP, il y aura une réunion du Conseil exécutif national et des comités exécutifs régionaux à Ottawa du 30 mai au 1^{er} juin 2009. Vous trouverez ci-dessous l'ordre du jour que nous vous proposons. Nous vous demandons de préparer un rapport sur l'état actuel des griefs en instance de vos régions respectives (*griefs en instance d'arbitrage après-août 1992 jusqu'à la convention collective de 2003*).

In accordance with the Union's National Constitution, there will be an NEB-REC meeting in Ottawa from May 30 to June 1st, 2009. What follows is a suggested agenda for this meeting. In preparation for the meeting, please prepare an update on the grievance arbitration backlog in your respective regions (post-August 1992 up to the 2003 collective agreement).

Si vous avez des sujets que vous souhaiteriez discuter et qui ne font pas partie de l'ordre du jour, prière de communiquer avec Donald Lafleur ou avec moi afin de les faire ajouter à l'ordre du jour proposé ci-dessous :

If you have items you'd like to have discussed that don't appear in the following agenda, please contact Donald Lafleur or myself so we can add them to the agenda.

1. Mise à jour sur les questions suivantes :

- a. Statistiques sur les griefs et ventilation des types de congédiement
- b. Santé et sécurité
- c. Présentation d'un document de travail sur les mesures d'adaptation
- d. Principaux griefs nationaux
- e. Consultation
- f. Comité de transition
- g. Rapport de la dirigeante et des dirigeants régionaux des griefs
- h. Comité de l'annexe « AA » – chariot

1. Updates on the following:

- a. Grievance statistics / Breakdown by type of discharge
- b. Health and safety
- c. Presentation of a discussion paper on accommodation issues
- d. Main national grievances
- e. Consultation
- f. Transition Committee
- g. Regional Grievance Officer reports
- h. Appendix "AA" Committee – Carts

- | | |
|--|---|
| <p>2. Effectifs des groupes 1, 3 et 4 et consultation;</p> | <p>2. Staffing in Groups 1, 3 and 4, and consultation.</p> |
| <p>3. Effectifs des factrices et facteurs ruraux et suburbains;</p> | <p>3. Staffing in RSMC unit.</p> |
| <p>4. Installation de « caméras Web » en milieu de travail;</p> | <p>4. Webcams in the workplace.</p> |
| <p>5. Décision arbitrale relativement à l'application de l'alinéa 17.04 e) et de la clause 15.14;
Révision judiciaire et homologation de la décision arbitrale à la Cour fédérale;</p> | <p>5. Arbitration decision on the application of paragraph 17.04 (e) and clause 15.14;
Judicial review and homologation of the arbitration decision by the Federal Court.</p> |
| <p>6. Application des dispositions suivantes de la convention collective :</p> | <p>6. Application of the following provisions of the collective agreement:</p> |
| <p>a. Clause 17.06, en fonction de l'alinéa c) de la clause 52.01</p> | <p>a. Clause 17.06, in terms of paragraph (c) of clause 52.01</p> |
| <p>b. Clause 17.10</p> | <p>b. Clause 17.10</p> |
| <p>c. Congés annuels pour le groupe 1</p> | <p>c. Annual leave in Group 1</p> |
| <p>d. Perte d'ancienneté – clause 11.07</p> | <p>d. Loss of seniority – clause 11.07</p> |
| <p>e. Alinéa 54.01 g) – niveau de consultation</p> | <p>e. Paragraph 54.01 (g) – consultation level</p> |
| <p>f. Alinéa 18.02 c) – jour férié désigné pendant un congé annuel;</p> | <p>f. Paragraph 18.02 (c) – designated holiday during vacation</p> |
| <p><i>(Consulter votre directeur national afin d'exposer la nature du problème.)</i></p> | <p><i>(See your national director for more information about these issues.)</i></p> |
| <p>7. Heures additionnelles travaillées par les membres FFRS;</p> | <p>7. Additional hours worked by RSMC members.</p> |
| <p>8. Colis et courriers des services postaux;</p> | <p>8. Parcels vs. Mail Service Couriers.</p> |
| <p>9. Réorganisations d'itinéraires et dossier pour les observatrices et observateurs;</p> | <p>9. Route restructurings and observers.</p> |

10. Discussion : Les communiqués en milieu de travail rejoignent-ils les membres?

Lors de la dernière réunion CEN-CER, je me suis engagé à mettre sur pied une autre réunion en semaine avec la dirigeante et les dirigeants régionaux des griefs pour discuter des mesures d'adaptation. Cette réunion n'a pas eu lieu compte tenu de la charge de travail, mais aussi et surtout, du fait que je désirais vous réunir au moment où nous aurions la décision de M^{re} Claude Lauzon au sujet du dossier de Médisys et de ManuVie. Nous anticipions une décision arbitrale tôt au printemps, mais les choses ne se sont pas déroulées comme nous l'avions espéré. Nous attendons encore la décision de l'arbitre national, laquelle devrait être rendue bientôt. Vous m'en voyez désolé, car il aurait été opportun de pouvoir parler de ces deux sujets, qui sont importants pour nos membres.

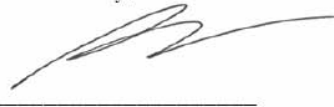
10. Discussion: Are workplace bulletins reaching the membership?

At the last NEB-REC meeting, I promised to set up another weekday meeting with regional grievance officers to discuss accommodation issues. The workload has been such that it wasn't possible to schedule that meeting, but, more importantly, this was because I wanted to time the meeting with the appearance of Claude Lauzon's decision on the Medisys and Manulife files. We were hoping to get that decision by early this spring, but things haven't panned out as expected. We're still waiting for the national arbitrator's decision, which should come out soon. I am really sorry, since the NEB-REC meeting would have been a good time to talk about these two important issues for our members.

Solidarité, / In solidarity,



Philippe Arbour
Dirigeant national des griefs
National Grievance Officer



Donald Lafleur
4^e vice-président national
4th National Vice-President

CONSULTATION

CONSULTATION INFORMATION ON THE "I" DRIVE

Documents relating to National Consultation are posted on the Union's computer system at the following location: "I:/Consultation Minutes". The information is available to all members working in the regional and national offices. This information includes minutes of consultation meetings as well as all supporting documentation.

NATIONAL CONSULTATION ISSUES

Below is a list of staffing topics that were discussed at National consultation since the last NEB meeting:

URBAN

April 15:

- RFID
- RPS
- Disability Management
- FedEx Smart Post
- Retail Issues
 - RPO Closures
 - Retail Staffing
 - Bilingualism
- Delivery Support Issues
 - LCRMS Chapter 3
 - A-62 Payment
 - LCRMS Chapter 8 – “Regularly”
 - Dynamic Assessment LCRMS Chapter Changes
 - Part Time LCA Schedule
 - IRMA / LCRMS
 - 075-085 Discrepancy
 - Productivity Cheat Sheet 41.01
 - Microswitch
- Follow Ups and Others
 - Appendix K-1
 - Technological Change Notice – VES Atlantic
 - MOA – Appendix CC and Appendix V Arbitrators

May 6:

- Retail Point of Service (RPS)
- Disability Management
- Visual Information Network Project
- Annual Report from the Ombudsman
- Modifications to CPC’s Language Training Guidelines
- IKEA Delivery 2009
- Delivery Support Issues
 - 075-085 Discrepancy
 - Productivity Cheat Sheet
 - SLB Scanning Value
 - LCRMS Chapter 3 – « Assessing Direct Points of Call »
 - AIM Issue - Scarborough

- Surrey Depot 2
- Table of Values
- LCRMS Chapter 8 – « Regularly »
- LCRMS – Dynamic Assessment Chapter Changes
- Percentage of Coverage Formula
- Follow Ups and Others
 - REG- 2005-81
 - Appendix E

RURAL

April 30 :

- Staffing of vacant routes
- Appendix E
- Right Hand Drive
- Realignment Plan
- RSMC Replacement Form
- Hour of Works Study-Appendix H
- Consultation minutes
- PDT Training

EDUCATION

COMPUTERIZED LCRMS

Martin Champagne, Louise Jarret, Brian Blair and Jo-Anne Freud facilitated the 5 day course in Winnipeg. Sister Jarret has prepared a brief report which is reproduced below.

Computerized LCRMS Course

At its meeting held on October 25 and 26th 2008, the National Work Measurement Committee (NWMC) drafted the following recommendation for submission to the National Executive Board:

WHEREAS CPC continues to update IRMA and other computer programs;
WHEREAS the union now has a course in both languages;
WHEREAS the union has trained activists in every region;
BE IT RESOLVED that the Union offer the computerized LCRMS course
in all regions ASAP.

The course took place in Ottawa from the week of October 20, 2008.

The course was next given in Halifax, and I'm sure the Atlantic Region will be able to speak about it.

The course was next held in Winnipeg, Manitoba, from April 18 to 22, 2009, and facilitated by Brother Martin Champagne and Sister Louise Jarret.

The course was given in a way to allow everyone to participate. Members who felt comfortable making a presentation on parts of the LCRMS were invited to do so. We're glad to report that everyone did, and did well. Congratulations to all.

The evaluations from the participants were very positive.

Suggested improvements were:

1. Break up the course into two or three shorter course. There is much to learn.
2. Spend more time on working with formulas.
3. More exercises and using up-to-date local data and one computer per person.
4. The questions for activities could be clearer.
5. Needed more time on the computer.

We'd like to thank Sister Mary-Lou Woodfield for an excellent job of getting all the necessary tools together, as well as the Region for its hospitality. We'd also like to thank Bill Caithness for his generous time, and the local for its hospitality.

Below is a photo of the heroes:

Starting at the back, from left to right:

Bill Caithness, Workload Structuring Officer from the Winnipeg Local, Carole Loewen, letter carrier, Brett Drabot, letter carrier and member of the Winnipeg Route Measurement Committee, Andrea Sanderson, letter carrier, André Sarrasin, letter carrier, Glenn Bennett, letter carrier and member of the Winnipeg Route Measurement Committee, Arlyn Doran, letter carrier and member of the Winnipeg Route Measurement Committee, Brian Blair, letter carrier from the Edmonton Local and Chief Steward, Stations and Depots, Jo-Ann Freud, MSC from the Calgary Local

Front row:

Martin Champagne, letter carrier and 2nd Vice-President of the Montreal Local, John Sharp, letter carrier and member of the WinnipegRoute Measurement Committee, Louise Jarret, PO-4 retail clerk from the Montreal Local and member of the Montreal Route Measurement Committee



HIGH SCHOOL

Yves Hénault and I facilitated the “What Do Unions Do” course at Béatrice Desloges High School on April 30. We had the biggest participation ever in the morning session with 52 students in the library.

We have been talking with Sister Bue about trying to get this type of education going from coast to coast.

NATIONAL GRIEVANCES

N00-06-R0002 – Training costs taken from financial cap – On May 7, the parties put forth their opening statements and I testified concerning the correspondence exchanged between the parties. I still need to be cross examined and Brother Bickerton will be testifying. The case is scheduled to continue on June 12, 18, 22 as well as August 26.

N00-06-R0005 – 300 Relief employees not all hired – This case began on May 21 and will continue on June 17. Brother Pleasants and I testified.

N00-06-R0006 – Pension costs from the financial cap – CPC sent us all the documents (4 manuals) they plan on relying on a few days prior to the April 28 and May 1 hearing dates. They

also informed us that they were planning on having a second actuary testify in this case. We were forced to cancel the hearing dates. I met with our actuaries to give them all the CPC documents on May 6. We have scheduled 8 hearing dates starting on August 31.

CPC-08-00003 – Appendix V time values postal transformation – The case began on May 25. The Union had preliminary objections mainly based on the fact that it is impossible to agree to future time values such as a mail mobile stop, when CPC has not decided what type of vehicles they will be buying. We don't know if house holder collating machines will be used. We've only seen prototypes of mail containers and carts.

Our lawyer, David Bloom, did an excellent job. His opening statement forced Canada Post to enter into discussions geared to solve the grievance. Parties agreed on a two-week period to try to come on an agreement on interim values for the Modern Post.

Also in the development of these standards CPC has assumed that we would be reading while walking which we believe is unsafe. This issue has yet to be decided by an arbitrator.

N00-07-00021- Time values for oversize house holders – CPC has taken the position that oversize house holders are not to be factored into the time values on the 085 form. This grievance is still recommended.

HEALTH & SAFETY

APRIL 28

The CLC, like every year, organized a Day of Mourning in Vincent Massey Park in Ottawa, at the monument dedicated to the workers killed when the Heron Road Bridge collapsed while under construction. Jeff Adams, Chair, National Day of Mourning Committee, Dominique Vaillancourt, Master of Ceremonies, Brother Hassan Yussuff, Secretary Treasurer, Canadian Labour Congress, Robert Blakely, Canadian Building Trades, Rona Ambrose, Federal Minister of Labour, Jack Layton, Leader Canada's NDP, Sean McKenny, President, Ottawa & District Labour Council, spoke at the event. This was the 25th anniversary of the very important day. 21,666 workers have died at work in Canada and Québec in the last 25 years.

PENSIONS

PENSION ADVISORY COUNCIL

The PAC met on May 13 and 14.

The following articles were distributed:

- CAW – Canadian Auto Workers
- Two proxy alerts from the Shareholder Association for Research and Education:
- Proposal at Barrick Gold Calls Company Conduct into Question
- Great-West Lifeco Rejects Shareholder Request fro CDP Reporting
- Chevron Country Criteria Proposal 2009
- ITUC and ICEM on investors to support shareholder resolution at Chevron Corporation
- Table with Canadian holders
- “Canadian mining Company to sue government of El Salvador for ‘Lost Future Earnings’
- A bulletin on the Pension Crisis for the Social Project

PAC ELECTIONS

There will be elections to fill the position of the Representative of all active members of the Pension Plan. The Union is supporting the re-election of Sister Micki McCune, a long time activist and former secretary-treasurer of the Vancouver local. She is also the national trustee for the Pacific Region.

MAY 13 TRAINING

The union representatives of the bargaining units met to prepare on the morning of May 13. In the afternoon, training on Governance and legal framework of the Canada Post Pension Plan was offered for the members of the PAC. A copy of the course is enclosed.

MAY 14 AGENDA

The agenda for this meeting is reproduced below.

AGENDA

TWENTIETH MEETING OF THE

PENSION ADVISORY COUNCIL

**REPORTING TO THE PENSION COMMITTEE OF THE BOARD OF DIRECTORS
OF CANADA POST CORPORATION**

**THURSDAY, MAY 14, 2009
9:00 a.m.**

**CANADA POST PLACE
HEAD OFFICE, 2701 RIVERSIDE DRIVE, OTTAWA
CONFERENCE CENTRE (GROUND FLOOR) NORTH BUILDING**

	<u>TIME</u>	<u>TAB</u>
<u>GENERAL</u>		
1. Call to order / Chairperson's remarks	9:00 (10)	
2. Minutes of previous meeting (February 5, 2009)	9:10 (10)	1
3. Business arising from previous meeting	9:20 (30)	2
• A Statement by Canada Post regarding Inaccuracies and misconceptions made during public consultations on pension reform – MarketWire Press release		
<u>INFORMATION</u>		
4. Pension Plan Communications	9:50 (10)	3
5. Pension Advisory Council Education Program	10:00 (10)	4
6. Canada Post Pre-Retirement Seminars	10:10 (10)	5
7. Responsible Investment	10:20 (30)	6
BREAK	10:50 (15)	
8. Estimated Solvency and Going Concern position as at December 31, 2008 – Mercer – Jacques Demers	11:05 (45)	7
9. Pension Investment Reports	11:50 (40)	8
• Investment Division Report		
• Investment Performance Summary		
• Report on Equity Holdings		
• ABCP Update		
LUNCH	12:30 (60)	
	<u>TIME</u>	<u>TAB</u>
10. Pension Services Reports	1:30 (15)	9
– Quarterly Performance Report for Pensioners		
– Pension Centre Monthly performance report		
11. Pension Services and Pension Investments Operating Expenses 2008 Q4 (December) Forecast	1:45 (15)	10
<u>OTHER BUSINESS</u>		
<u>ADJOURNMENT</u>	2:00	
<u>NEXT MEETING</u>		

October 22, 2009 or at the call of the Chairperson

MINUTES – FEBRUARY 5 MEETING

A copy of the minutes from February 2009 is enclosed. The topics covered were:

- Business arising from previous meeting
 - Phased Retirement Program
 - Leave Without Pay (LWOP)
 - Securities Lending Update
 - 2009 Timeline to submit Investment Performance Reports to the PAC
 - Hypothetical wind-up
- Information - Pension Plan Communications
- Pension Advisory Council Education Program
- Canada Post Pre-retirement Seminars
- Pension Investment Reports
 - Investment Divisions Report
 - Investment Performance Summary
 - Report on Equity Holdings
- Pension Service Reports
 - Quarterly Performance Report for Pensioners
 - Pension Center – Monthly Performance Report
- Pension Services and Pension Investment Operating Expenses
- Statement of Investment Policies and Procedures
- 2009 PAC Election Timelines
- Other Business

PLANNED COMMUNICATION

- **2008 Pension Plan Annual Report**
Distribution in May 2009
- **Pension Plan News**
Distribution planned for November 2009
- **In Touch**
Distribution planned for November 2009
- **Web updates**
Continued reorganization and additional new content
Website feedback survey

PRE-RETIREMENT SEMINARS

Enclosed is a report on the CPC seminars that were offered in 2008.

RESPONSIBLE INVESTMENTS

Enclosed is a legal opinion on responsible investments. The Unions have been pushing this issue since the PAC was founded. We are now asking that CPC to develop a divestment policy.

At this meeting we handed out documentation concerning Chevron's involvement in human rights violations in Burma, on Canadian mining companies suing the El Salvador government for lost future earnings, and the auto industries attack on the workers and their pensions. The articles are enclosed as well.

INVESTMENT DIVISION REPORT

Enclosed are the executive summary - investment reports as of February 27 2009, the investment performance summary as of December 31, 2008 and the equities by market list as of December 31, 2008.

As usual our pension fund is invested in companies like UPS, Fed Ex, Wal-Mart and so on.

CEP - A NATIONAL INVESTMENT PLAN

I participated in a pension discussion meeting at the Communications, Energy and Paperworkers Union of Canada national office on May 12. In attendance were CEP Sisters and Brothers from all over the country, as well as Brother Georgetti president of the CLC, Brother James Infantino who represents us on the Canada Post investment committee, as well as NDP and Liberal federal MPs.

Misters Jean Belleville and Ron Olsen did presentations on how we need to ensure we have pensions for all retirees even if companies go bankrupt.

On page 4 of the presentation we can read the following 2 essential questions:

- Is it possible to reduce the impact of current low interest rates in purchasing pensions and end up benefiting retired participants directly?
- Is it possible to help benefit participants who are now affected by the severe crisis in financial markets by a future economic upturn anticipated by experts?

On pages 5 and 6 we can find a brief explanation of the solutions being offered which are reproduced below.

“The proposal that we are detailing below identifies the major points of the program that we are recommending in order to provide satisfactory answers to these two questions. Although our proposal aims to find solutions to the inherent difficulties of defined benefit pension plans, it will also benefit participants of defined contribution plans and collective RRSPs. We believe that it constitutes a novel approach to protect pensions and retirement funds that can be integrated in the current legislative framework without creating too much upheaval.

Our proposal of an investment and pension program requires no injection of funds from the different levels of government.

However, it requires that the pension benefits be guaranteed but the appropriate level of government and reasonable margins in the management of the program should reduce this risk to an acceptable level.”

A copy of the presentations is [enclosed](#).

INTERNATIONAL SOLIDARITY

CUPW INTERNATIONAL CONFERENCE

The international conference on technological changes facing postal workers is scheduled for June 17 to 20. We have guests coming in from all over the world to inform us and learn about the impact technological changes have had on the workers. All levels of the Union will be participating. We plan on following up on this conference with a full discussion at the upcoming national presidents meeting.

WORLD SOCIAL FORUM

[Enclosed](#) is the final report concerning our attendance to the WSF. Also enclosed are a short video and pictures, as well as articles from the Gender and Education Office / the International Council for Youth and Adult Education (ICAE) and “Toward A North American Social Forum? - Dynamics Of Social Forums In North America And Future Prospects: Highlights of the workshop presented by UNI-Alter, the Secretariat of the Québec Social Forum and the Confédération des syndicats nationaux (CSN)” on January 31, 2009 at the 2009 World Social Forum in Belém (Brazil).

VISIT TO THE UNITED STATES FOR MEETINGS WITH THE NATIONAL ASSOCIATION OF LETTER CARRIERS - JANUARY 25-31, 2009

[Enclosed](#) is a full report of CUPW’s delegation to the United States. The delegation’s purpose was to gather information about the implementation of mechanized sequencing of mail to delivery addresses (called Delivery Point Sequencing or DPS) in the U.S, and to analyze the letter carrier delivery methods required with DPS.

The following people have contributed towards the writing of this report: Brother Colin MacKenzie, Sisters Cindi Foreman, Louise Jarret and Gabriela Pelc, as well as members of Appendix AA.

Solidarity,



Donald Lafleur, 4th National Vice-President

DL/gp cope 225