



REPORT OF THE 4TH NATIONAL VICE-PRESIDENT

**PRESENTED TO
THE NATIONAL EXECUTIVE BOARD**

MARCH 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. Also a compact disk containing all staffing information and work measurement information was handed to all presidents at the regional meeting of February 7 and 8.

APPENDIX “P” - RATIO REPORT

Below is the final 12 month group 1 ratio for 2008. The unadjusted ratio is at 83.88% the adjusted ratio is at 77.63%. The Union still has grave concerns about the over 5 percent gap between the none adjusted and the adjusted (including rate of absenteeism) ratio. We have filed a national grievance for the 3rd year in a row.

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: Year Dep. 4-4-5 (Canada Post)
2008/12

		PTD / PA	YTD / CA
Regular Paid Hours / Heures régulières payées	Full Time Regular Paid Hrs (A) HR	2,561,227	24,439,378
	Part Time Regular Paid Hrs (B) HR	604,109	5,230,960
	Total Regular Paid Hrs (C=A+B) HR	3,165,336	29,670,339
	Term/temp Regular Paid Hrs (D) HR	344,151	2,080,925
	Grand Total Regular Paid Hrs (C+D) HR	3,509,487	31,751,264
Leave Hours for Regular Empl. / Heures de congé pour employés réguliers	Casual Sick HR	50,884	479,097
	Certified Sick HR	101,919	1,043,388
	Injury on Duty HR	30,646	338,955
	Special Leave HR	6,473	66,325
	Early Departure HR	622	1,972
	LWOP - Sick HR	13,953	135,243
	LWOP - Other HR	46,225	403,757
	LOA > 30 Days HR	232,147	2,296,138
	Total Absenteeism (E) HR	482,868	4,764,876
	Adjustment Rate (F=E/C)	0.1525	0.1606
	Adjustment Rate % %	15.25	16.06
	Alpha (Adjustment Rate - 0.0857)	0.0668	0.0749
A / (Grand Total - (Alpha *C))	Full Time Adjusted Ratio %	77.66	82.76

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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: 2008/12
Full-time Ratio with adjustment factor / Proportion du temps plein avec facteur d'ajustement: 82.76%
Fiscal year to date / Exercice comptable à jour

Assistance

	Time Indeterminate / Temps plein indéterminé			Time Indeterminate / Temps partiel indéterminé			Temporary / Temporaire			Full Time / Temps plein				
	artime / Heures si			artime / Heures s			artime / Heures s			Grand				
	Regular	@ 1.5	@ 2.0	Regular	@ 1.5	@ 2.0	Regular	@ 1.5	@ 2.0	Total	HR	Ratio	%	
Overall Result	24,439,378	4,007,751	421,487	25,261,616	5,230,960	57,122	44,726	5,332,808	2,080,925	22,336	12,993	2,116,254	32,710,679	76.97
Canada Post Allocation Hierarchy	24,437,372	4,007,759	421,485	25,259,617	5,230,905	57,122	44,726	5,332,753	2,080,905	22,336	12,993	2,116,234	32,708,603	76.97
Field Operations	24,426,469	4,007,754	421,484	25,248,707	5,228,630	57,122	44,726	5,330,478	2,080,861	22,336	12,993	2,116,190	32,695,376	76.97
MAJOR PLANTS	15,349,321	2,377,892	354,561	15,941,775	2,792,802	23,615	31,648	2,848,065	1,174,167	8,161	8,256	1,190,584	19,980,423	79.46
Major Plants-Mail Processing	14,956,409	226,346	341,597	15,524,352	2,603,863	22,161	25,309	2,651,333	1,094,000	7,449	7,099	1,108,548	19,284,233	80.18
Major Plant-ATL	820,534	9,033	17,957	847,524	200,204	1,853	2,790	204,847	39,688	211	175	40,074	1,092,446	77.38
Major Plants-Atlantic-St. John's	139,585	1,470	1,784	142,839	43,936	606	367	44,909	9,550	134	69	9,754	197,501	72.30
Major Plants-Atlantic-Saint John	143,834	2,068	2,663	148,555	20,783	170	190	21,144	10,117	10	5	10,131	179,830	82.32
Major Plants-Moncton	191,052	1,196	5,847	198,095	49,733	434	1,146	51,312	12,415	40	70	12,525	261,932	75.45
Major Plants-Halifax MPP	346,063	4,299	7,673	358,035	85,752	643	1,087	87,482	7,605	28	32	7,665	453,182	78.75
Major Plant-QUE	3,036,964	35,903	71,368	3,144,234	519,097	4,388	9,397	532,861	310,624	3,409	4,001	318,035	3,995,130	78.54
Major Plants-Quebec-Quebec	191,075	458	1,604	193,137	35,078	106	273	35,457	37,277	218	382	37,876	266,469	72.53
Major Plants-Quebec-St. Laurent LPP	1,968,810	29,251	49,359	2,047,420	303,122	3,702	6,543	313,367	156,685	2,582	3,047	162,313	2,523,100	81.07
Major Plants-Quebec-St. Laurent PPP	877,079	6,194	20,405	903,678	180,897	560	2,581	184,037	116,663	610	572	117,846	1,205,561	74.57
Major Plant-HUR RID	2,346,449	46,892	55,221	2,448,561	359,171	3,241	4,037	366,448	161,722	963	1,162	163,847	2,978,856	81.83
Major Plants-HurRid-Ottawa	842,843	17,737	18,258	878,838	126,731	391	467	127,589	60,239	347	355	60,940	1,057,367	81.84
Major Plants-HurRid-Hamilton	672,506	12,860	17,417	702,783	117,497	1,479	1,415	120,390	31,363	194	260	31,818	854,991	81.88
Major Plants-HurRid-Kitchener	284,047	7,985	6,811	298,863	27,971	373	412	28,757	31,223	185	179	31,587	359,197	82.75
Major Plants-HurRid-London	368,164	7,606	10,526	386,297	60,777	718	1,183	62,678	26,213	124	261	26,599	475,573	80.89
Major Plants-HurRid-Windsor	178,888	694	2,208	181,790	26,194	280	560	27,035	12,684	113	106	12,903	221,727	82.15
Major Plant-GTA	4,444,846	82,012	118,927	4,645,784	861,828	7,658	4,261	873,747	191,036	13	228	191,277	5,710,808	80.85
Major Plants-Toronto-Gateway	2,076,248	58,132	76,831	2,209,211	333,984	5,571	4,165	343,720	136,987	13	180	137,180	2,690,111	81.51
Major Plants-Toronto-South Central	2,368,598	25,880	42,096	2,436,573	527,844	2,086	96	530,027	54,049	48	48	54,097	3,020,697	80.28
Major Plant-PRA	2,575,842	41,203	59,673	2,676,718	384,942	3,973	4,296	393,210	215,937	2,041	1,119	219,097	3,289,026	81.08
Major Plants-Prairie-Winnipeg	599,088	10,699	7,601	617,388	74,912	945	318	76,174	55,682	542	106	56,331	749,893	82.10
Major Plants-Prairie-Thunder Bay	96,046	1,998	3,489	101,533	21,570	155	450	22,174	10,527	189	101	10,817	134,524	74.95
Major Plants-Prairie-Regina	183,092	5,250	2,807	191,149	39,778	569	363	40,710	6,618	83	13	6,713	238,572	79.78
Major Plants-Prairie-Saskatoon	158,970	1,848	2,403	163,222	31,123	162	182	31,467	10,534	1	6	10,541	205,229	79.24
Major Plants-Prairie-Edmonton	739,715	6,306	18,013	764,034	122,225	1,217	1,456	124,898	79,802	300	486	80,588	969,520	78.55
Major Plants-Prairie-Calgary	798,931	15,102	25,361	839,394	95,333	926	1,527	97,787	52,773	926	408	54,106	991,287	84.36
Major Plant-PAC	1,731,774	11,304	18,451	1,761,530	278,622	1,069	528	280,220	174,993	812	413	176,218	2,217,967	79.24
Major Plants-Pacific-Vancouver PPP	564,404	2,109	8,175	574,688	83,435	79	32	83,546	61,485	12	90	61,587	719,821	79.57
Major Plants-Pacific-Vancouver LPP	979,582	6,394	8,838	994,814	157,635	509	6	158,151	84,919	15	15	84,934	1,237,899	80.15
Major Plants-Pacific-Victoria	187,788	2,801	1,439	192,028	37,552	481	490	38,523	28,588	800	309	29,697	260,248	73.95
Major Plant PDSL	321,009	11,272	12,158	344,440	176,716	1,454	6,339	184,509	80,063	711	1,158	81,932	610,880	55.56
Plant Maintenance (PM)	754	80	80	814	80	10	10	80	10	10	10	84	84	89.35
Plant-Other	71,149	274	806	72,229	12,143	95	95	12,143	95	95	95	84,467	85.32	
Minor Plants	351,726	6,304	4,471	362,500	84,707	1,990	855	87,552	47,908	585	196	48,689	498,741	72.62
Min Plant-ATL	38,901	578	590	40,069	2,491	64	10	2,565	2,491	64	10	2,565	42,634	93.98
Min Plant-HUR RID	84,588	888	1,566	87,041	14,095	89	109	14,293	12,533	31	10	12,573	113,907	76.06
Min Plant-PRA	14,568	366	23	14,957	1,620	2	2	1,622	1,622	31	10	1,622	16,579	89.99

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Cost Center - AHN	Time Indeterminate / Temps plein indéterminé				Time Indeterminate / Temps partiel indéterminé				Temporary / Temporaire				Full Time / Temps plein					
	@ 1.5		@ 2.0		@ 1.5		@ 2.0		Regular		@ 1.5		@ 2.0		Total		Ratio	
	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	HR	%
Min Plant-PAC	213,668	4,472	2,292	220,433	68,993	1,899	746	71,638	32,884	490	177	33,551	325,622	67.71				
C&D Facilities	4,631,363	106,396	42,633	4,780,392	1,547,818	24,242	10,071	1,582,132	537,923	9,371	3,551	550,846	6,913,369	68.95				
C&D-Depots	3,689,197	79,294	32,076	3,800,567	1,289,891	19,832	8,011	1,317,735	385,049	6,152	2,531	393,732	5,512,033	68.78				
C&D-MSC Operations					3			3	128	4	8	140	143					
C&D-Depots-Other	942,166	27,102	10,557	979,825	257,924	4,410	2,050	264,395	152,746	3,215	1,012	156,974	1,401,193	69.64				
RETAIL OPERATIONS	3,678,357	43,946	14,374	3,736,676	645,757	5,208	1,279	652,244	276,947	2,238	488	279,672	4,688,593	79.95				
Corporate Outlets	3,672,841	43,859	14,325	3,730,825	645,136	5,204	1,278	651,618	276,540	2,233	488	279,261	4,661,704	79.94				
Dealers	422	0	0	422	69			69	111			111	603	70.04				
RBM's	5,294	87	49	5,429	552	4	1	557	296	5		300	6,286	86.20				
Operations LAD/LAMILAS	347,364	5,573	2,229	355,166	157,176	2,065	873	160,114	36,377	697	270	37,344	552,624	64.22				
Ops LAD/LAMILAS/SUPTS - Atlantic	63,322	809	219	64,350	25,379	547	61	25,987	6,539	88	41	6,668	97,005	66.49				
Ops LAD/LAMILAS/SUPTS - Quebec	46,143	1,071	306	47,521	14,252	261	95	14,608	(38)	(1)		(39)	62,089	76.45				
Ops LAD/LAMILAS/SUPTS - Prairie	159,032	2,774	1,438	163,244	41,104	605	357	42,065	21,998	575	229	22,802	228,111	71.59				
Ops LAD/LAMILAS/SUPTS - Pacific	13,249	239	19	13,507	7,353	67	2	7,423	1,842	1	0	1,842	22,772	59.03				
Ops LAD/LAMILAS/SUPTS - Huron Rideau	65,618	680	247	66,544	69,088	585	358	70,032	6,036	35	0	6,070	142,646	46.62				
Field Ops Residual	68,339	642	3,217	72,198	370	2	0	372	7,539	1,284	232	9,055	81,626	89.63				
Ops Ind-Admin	5			5				3					7	66.22				
Ops Ind-Proc Excl	46,962	143	2,347	49,452					2,647			2,647	52,098	94.66				
Ops Ind-C&D	12,098	471	105	12,674	215	2	0	217	4,640	1,263	229	6,132	19,023	71.36				
Ops Ind-Deliv & Retail	2,632				152			152					2,784	94.54				
Ops Ind-Retail													277	100.00				
Ops Ind-Reg GM's	456			456					252	21	3	277	456	100.00				
Ops Ind-Transport	6,186	29	766	6,980									6,980	100.00				
Marketing Sales & Service	10,482			10,482	2,243		0	2,243	32			32	12,757	82.17				
Others	10,482			10,482	2,243		0	2,243	32			32	12,757	82.17				
Serve Related Cost Centres	10,482			10,482	2,243		0	2,243	32			32	12,757	82.17				
Residual - All Other	422	5	1	428	32			32	12			12	471	90.73				
ASSET MGT GM HO	2			2									2	100.00				
OPS TECH PROG DEV DIR HO	2			2									2	100.00				
OPS BUS TRF & SRC MGT VP HO		5	1	6					8			8	14	100.00				
BD CNT FOR PROC EXL GM HO		5	1	6					8			8	14	100.00				
OPS DRT MKT SVP GTA	13			13									13	100.00				
OPS DM DATA PDT GM GTA	9			9									9	100.00				
OPS MKT STG BUS DEV GM GTA	4			4									4	100.00				
OPS TRN MAIL SVP HO	11			11	1			1	4			4	15	72.51				
OPS ETP SOLN GM GTA	2			2									2	100.00				
TM MULTI CHANNEL SOLUTIONS GM GTA	9			9	1			1	4			4	13	67.29				
RSMC PROJ GM HO	11			11	23			23					33	31.87				
OPS DEL SFY DIR HO	11			11	4			4					33	31.87				
OPS MAIL PROCESSING GM HO					4			4					4					
OPS MAIL PROCESSING GM HO					5			5					5					
ENG CONTINUOUS IMPROVEMENT GM HO					5			5					5					
OPS PROC INOV & EQP DIR HO					5			5					5					
HR VP HO	360			360				360					360	100.00				
EE HMN PER EXL OPS GM HO	360			360				360					360	100.00				
Corporate View	26			26				26					26	100.00				
Not Assigned Cost Center - AHN (s)	2,006	(8)	1	2,000	55	0	0	55	21	0	0	21	2,076	96.37				

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BAR CHARTS

As per clauses 51.05 c) iv) and 52.04 b) iv) of the urban collective agreement, the union needs to ensure that CPC creates additional relief positions.

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		
Beleville	A	-1	-1	SQ3	-1	93.40	89.20	104.00	+5	+3
Kingsville	A	-1	-1	SQ1	SQ1	90.70	101.20	111.60	+1	0
Carleton Place	A	+2	-1	+1	-1	71.10	64.50	122.00	+4	+3
Peterborough	A	-1	-2	SQ19	-1	78.30	81.60	114.00	+3	+16
Loretteville	A	SQ23	+1	+1	SQ1	103.30	114.60	113.50	0	+3
Burlington	A	+1	SQ4	SQ8	+2	108.70	137.40	109.30	-9	+5
Merivale Depot F	A	-4	-1	-6	-1	115.40	96.40	96.73	-3	+18
Ingersoll	A	SQ10	SQ1	SQ2	0	100.80	111.40	114.60	0	0

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

UPDATE AND RESTRUCTURE

To clarify the outstanding issues arising from the arbitration award of Arbitrator Joliffe in National Policy Grievance N00-03-00015 in regard to the difference between an ‘update and a restructure’, discussions have taken place between CPC and CUPW representatives at the national level. Both parties have agreed to apply the definitions and guidelines provided below.

The following definitions and guidelines shall be applied and will continue until otherwise agreed to by the parties.

Definitions:

Letter Carrier Restructure Exercise

1. A letter carrier restructuring exercise is a process where all letter carrier routes in the unit are deleted and rebuilt. There are two types of letter carrier restructuring exercises:
 - a. Restructuring exercise with volume count. This type of restructuring exercise consists of four (4) phases:
 - i. Preparation phase
 - ii. Volume count phase
 - iii. Assessment phase
 - iv. Restructuring phase
 - b. Restructuring exercise without volume count. This type of restructuring exercise consists of the following phase:
 - i. Restructuring phase
2. In both types of letter carrier restructuring exercises, when management proceeds with a restructure exercise, the following rules will apply:
 - a. All routes will be restructured at or below 480 minutes
 - b. All outstanding time values shall be implemented.
 - c. If outstanding time values are volume related, a restructuring exercise with a volume count is mandatory unless a local agreement has been signed between the parties.
 - d. CUPW will be entitled to observers, as outlined in clause 47.03, and will receive information as specified in the current collective agreement.
 - e. The selection of assignments after the restructure of routes shall be in accordance with clauses 47.12 to 47.17 as applicable.

Letter Carrier Route Update

1. An “Update” is a route adjustment exercise where specific letter carrier route(s) in a unit are analyzed / modified to resolve specific contractual, operational, and management issues. In an update, the following will apply:
 - a. Routes are divided into three (3) categories:
 - i. Targeted routes (routes with issues identified by the Corporation)
 - ii. Affected routes (routes impacted by the modifications to the targeted routes)
 - iii. Other routes (remaining routes not targeted or impacted)

- b. The employer agrees to make every reasonable effort to ensure that the assessment of both “targeted” and “affected” routes is evaluated at 480 minutes or less.
 - c. A paid union observer will be applicable in the same manner as for minor restructures as per the Clause 47.03 Memorandum of Agreement signed April 11, 2005 (CUPW) and April 18, 2005 (Canada Post)
 - d. Clauses 47.04, 47.05 and 47.09 shall only apply to Letter Carrier Route Update when the updates generate and addition or deletion of position(s).
 - e. Although the bidding of routes in Letter Carrier Route Updates is not contemplated in the current collective agreement, the parties agree that the term laid out in clauses 47.15, 47.16 and 47.17, as applicable, shall apply after meaningful local consultation has occurred.
2. Letter Carrier Route Update - Section #1 above shall not apply in the case of:
- a. Updates related to the regular adjustment of householder time values that occurs every six (6) months
 - b. Updates related to the addition or deletion of points of call (POC’s).on individual routes.
 - c. Updates resulting from changes to the LCRMS Manual agreed to at the national level or as a result of an arbitration decision where no LDU are moved. .

Note:

Mail Services Courier will be addressed in a separate document

RURAL SUBURBAN MAIL CARRIERS

[Enclosed](#) is a list of all vacant positions in the bargaining unit. It is extremely important that grievances be filed and taken to arbitration, as CPC is clearly in violation of article 12. Some of these positions have been vacant for long periods of time.

The national grievance concerning vacant relief positions is scheduled to be heard at arbitration on March 24. There are 348 vacant routes and 106 vacant relief positions.

HOURS OF WORK STUDY

CUPW is doing an hours of work study. We began in Richmond Hill and Mitchell. RSMCs in other depots are filling in the daily data collection sheets. The NEC officers also gave out to all local presidents copies of the hours of work study during the regional meetings. We are building a file for the next round of negotiations. We are also suggesting that the daily information be used to file grievances in our attempts to get paid all hours worked. Please send the filled out forms to the national office at 377 Bank Street. A copy of the hours of work study is reproduced below.

2008-2009 RSMC Hours of Work Study - CUPW

a) Its imperative that all columns of this study be completed and recorded accurately and is to be completed daily
 b) Time not worked includes; time incurred for breaks, meals, personal time etc

Office Name: _____ RSMC Name: _____
 Route Name: _____ Schedule A Hours (RMS hours) _____

WEEK ONE		RSMC			Volume			Initials RSMC & LPO
		A	B	C	D			
		Actual Start Time	Actual Finish Time	Breaks, Lunch and/or non-working time	Total Hours Worked (Exclude Column C)	Lettertainers	Oversize (number of polyflutes)	Non signature parcels
yy/mm/dd to yy/mm/dd	Monday							
	Tuesday							
	Wednesday							
	Thursday							
	Friday							

WEEK TWO		RSMC			Volume			Initials RSMC & LPO
		Actual Start Time	Actual Finish Time	Breaks, Lunch and/or non-working time	Total Hours Worked (Exclude Column C)	Lettertainers	Oversize (number of polyflutes)	
yy/mm/dd to yy/mm/dd	Monday							
	Tuesday							
	Wednesday							
	Thursday							
	Friday							

WEEK THREE		RSMC			Volume			Initials RSMC & LPO
		Actual Start Time	Actual Finish Time	Breaks, Lunch and/or non-working time	Total Hours Worked (Exclude Column C)	Lettertainers	Oversize (number of polyflutes)	
yy/mm/dd to yy/mm/dd	Monday							
	Tuesday							
	Wednesday							
	Thursday							
	Friday							

WEEK FOUR		RSMC			Volume			Initials RSMC & LPO
		Actual Start Time	Actual Finish Time	Breaks, Lunch and/or non-working time	Total Hours Worked (Exclude Column C)	Lettertainers	Oversize (number of polyflutes)	
yy/mm/dd to yy/mm/dd	Monday							
	Tuesday							
	Wednesday							
	Thursday							
	Friday							

LPO (Sign / Date): _____ / _____
 I certify, the above information is complete and accurate yy/mm/dd

RSMC (Sign / Date): _____ / _____
 I certify, the above information is complete and accurate yy/mm/dd

Additional Information :

Pre Sort mail that does not arrive in containers must be put into container for the purpose of capturing volumes _____

Non signature parcels that are items not captured on log sheets _____

TRANSFER RIGHTS

[Enclosed](#) are documents produced by CPC concerning transfer rights for RSMCs. It is important that we obtain information such as seniority ranking before we bid on routes outside our postal stations. We should get in touch with union activists in the depot we plan on bidding into before we bid. We must remember there will be a second bid after we arrive at our new work location and if we are not the senior person in the depot we may not end up on the route we thought we would.

CUPW wanted all route information including seniority rankings to be part of the posting.

BI- WEEKLY PAY

CPC has taken the position that they will pay RSMCs 2 weeks in arrears. The first bi-weekly pay will be on April 30 for the first 2 weeks of April. The Union's position is we should be paid for the current work seeks on a bi-weekly pay period. So in April we should be paid on April 16 for the first part of April and every two weeks after that. A national grievance was filed.

APPENDIX AA

1. Cart Study

The draft final report (English) is completed. The French translation is being reviewed by the Union. Once the French is completed the report will be presented to the Appendix AA Steering Committee, and should be available for the next NEB.

2. Health and Safety Statistical Study

In the fall of 2008, the employer delayed progress on this file, citing people-resource problems. Now that the Cart Study is near completion, they have assigned the Manager who worked on that file to the Health and Safety Statistical Study. Work should recommence on this file this month.

3. Unaddressed Admail (Householder)

Work continues on the final report, and on reviewing and correcting the preliminary time standards used in the pilot projects

4. A62 Letter Carrier Work Station

Work continues on updating and correcting the interim standards. Three items in dispute have been escalated for review by the Appendix AA Steering Committee (Donald Lafleur and Sanjay Paliwal), and we are awaiting a response from Canada Post.

NATIONAL WORK MEASUREMENT COMMITTEE

[Enclosed](#) you will find the NWMC report and recommendations from the October 2008 meeting.

UNADDRESSED ADMAIL

CPC has unilaterally decided to have the 1/3 house holder break down based on the 17.04 overtime splits. They claim that the maximum percentage of points of calls per split can not be more than 40% of the entire route and not less than 20%. The Union claim that the splits should be as close as possible to 33% even splits. Chapter 6 of the LCRMS manual specifically refers to equal portions.

We must all remember that we are entitled to overtime and we must also force CPC to respect our rights under appendix LL.

A letter is being prepared for all locals as well as a bulletin.

THE BEST WAY TO FORCE CPC'S HAND IS TO WORK TO RULE.

Also April is the month when management must revise the house holder allowances as per chapter 6 of the LCRMS manual. The 085 allowances have been steadily increasing since the signing of the last collective agreement.

SURREY ROUTE RESTRUCTURES

As was reported previously Surrey depot 2 was hit hard during the last route restructuring exercise. We lost 12 routes out of 60. As can be seen in the copy of the e-mail below the members are fighting hard to get back the jobs CPC stole. Our Sisters and Brothers are being bullied and intimidated because they are working at a reasonable pace. As I've said for years the implementation of a bad restructure can be a nightmare or the ticket to a promotion for management. We decide.

Below you will find an e-mail from Brother Stephen Gale:

Just a quick update on the progress re: the MOS for the Surrey 2 restructure grievances. We have been reviewing the routes for a couple of weeks now and we are finding many errors. Based on what we have found so far the indication is that we will gain two full time positions. The volume count for the 7 routes that have Article 50 requests should start on February 23, 2009. We are optimistic that this will prove that there are serious volume related problems on these routes. We will continue the slow process of battling back to recover these jobs. The letter

carriers at Surrey Depot 2 are still standing strong and the Union should be proud of the dedication and solidarity that these members have demonstrated through some very difficult times. They are being threatened, bullied, harassed and disciplined for doing their routes the way the Corporation built them and for not making the routes work.

In Solidarity,

Stephen Gale, Local President,
CUPW Fraser Valley West Local

MSCWSS

RESTRUCTURE SCHEDULE

Below is the National MSC Restructure Schedule 2009/2010.

Depot / Dépôts	# of FT/ # de PT	# of PT / # de TP	Date of last Implementation / Date de la dernière implémentation	Sampling Start Dates / Début de l'exercice d'échantillonnage	CPU Sampling Start / Début de l'exercice d'échantillonnage des clients commerciaux	Restructure Start Date / Début de la restructuration	Implementation Date/ Date d'implémentation
WPDH Parcels	82	32	Saturday, November 17, 2007	Monday, May 26, 2008	Monday, May 26, 2008	Monday, August 11, 2008	Monday, February 09, 2009
Yonge Parcels	28	24	Saturday, November 17, 2007	Merged with WPDH			Monday, February 09, 2009
Montreal Bridge Parcels/Colis	30	2	Monday, January 01, 2007	N/A	N/A	Wednesday, October 01, 2008	Monday, March 23, 2009
Edmonton Shuttles	21	18	Wednesday, August 27, 2008	NA	NA	Monday, January 05, 2009	Tuesday, March 31, 2009
Calgary Parcels	63	24	Sunday, May 13, 2007	Volume update only		Saturday, March 01, 2008	Monday, April 06, 2009
Calgary Shuttles	27	3	Monday, August 01, 2005	NA	NA	Thursday, January 01, 2009	Monday, April 06, 2009
Toronto Weekend SLBs		25		NA	NA	Friday, February 06, 2009	Monday, April 06, 2009
Montreal - Leo Blanchette - Parcels/Colis	53	7	Thursday, September 01, 2005	Thursday, May 01, 2008	Thursday, May 01, 2008	Monday, September 01, 2008	Monday, May 04, 2009
Québec City Shuttle-Navette	39	9		n/a	n/a	Sunday, February 01, 2009	Monday, May 04, 2009
Quebec Shuttles-Navettes	39	9	Wednesday, June 28, 1905	NA	NA	Sunday, February 01, 2009	Monday, May 04, 2009
Vancouver Shuttles	24	6	Saturday, September 17, 2005	NA	NA	Monday, January 05, 2009	Monday, June 01, 2009
Vancouver Tractor	17	0	Saturday, September 17, 2005	NA	NA	Monday, January 05, 2009	Monday, June 01, 2009
VPDC Shuttles	28	0	Sunday, March 18, 2007	NA	NA	Monday, January 05, 2009	Monday, June 01, 2009
Toronto Shuttles	83	89	Wednesday, February 08, 2006	NA	NA	Wednesday, April 01, 2009	Monday, July 06, 2009
Toronto Tractor	43		Wednesday, February 08, 2006	NA	NA	Wednesday, April 01, 2009	Monday, July 06, 2009
Ottawa Parcels	52	9	Monday, October 16, 2006	Monday, January 26, 2009	Monday, February 16, 2009	Monday, March 02, 2009	Sunday, September 20, 2009
Montreal - Leo Blanchette - Shuttles	55	37	Sunday, June 25, 1905	N/A	Thursday, April 09, 2009	Friday, May 01, 2009	Sunday, November 01, 2009
Montreal - Leo Blanchette - Tractor	10	0		N/A	Wednesday, April 01, 2009	Friday, May 01, 2009	Sunday, November 01, 2009
Quebec City Parcels/Colis	23	5	Monday, September 01, 2008	Thursday, October 01, 2009	Thursday, October 01, 2009	Sunday, November 01, 2009	Monday, February 01, 2010
Victoria Parcels	24	9	Friday, September 15, 2006	Monday, September 14, 2009	Monday, November 02, 2009	Monday, January 18, 2010	Monday, April 19, 2010
Victoria Shuttles	5	4	Friday, September 15, 2006	Monday, September 14, 2009	Monday, November 02, 2009	Monday, January 18, 2010	Monday, April 19, 2010
Calgary Parcels			Sunday, January 25, 2009	TBD			
Edmonton Parcels	56	16	Friday, August 08, 2008	TBD			

TECHNOLOGICAL CHANGE

POSTAL TRANSFORMATION

From August to mid-November, the Delivery Sub-Group had consultations with the employer regarding employer proposals for new time standards and for changes to the LCRMS Manual.

This group consisted of Brothers Crowell and MacDonald and Sister Morin from the Appendix AA Group, and Brothers MacKenzie and Lafleur. Brothers Crowell, MacDonald, and Sister Morin are knowledgeable in MOST, and posed many tough technical questions to the employer's engineers. By mid-November, the employer had still not answered many questions, and many of the proposed new standards had not been thoroughly reviewed. Part of the reason for this, is that the employer was not always clear on the proposed work methods. Precise work methods are required before standards can be developed. In some cases, the employer does not know enough about the equipment that they plan to use, so are unable to answer questions about how work will be done in relation to this new equipment. The Manual discussions may have been further along, but in some cases, it is premature to discuss applying a standard when the standard has not yet been finalized.

There were also some clear disagreements and problems. The basic work method for delivery proposed by the employer is to hold the sequenced letter mail in the hand, the manually sequenced flats and residual letters on the arm, and reach for collated householders and/ or packets in one or other of the satchels. It is not clear where a PDT would be. The employer's position is that any work associated with the householders is "off the clock" as there are no time values. This method makes delivery of the householders more time consuming, and (accepting the employer's logic) means that a significant amount of extra work has no time associated with it. In addition, there is an impact on the method for delivering the rest of the mail. Given these conditions, the Union may need to consider if it is feasible for us to have letter carrier routes that do not have householder delivery values in the future.

In December, Canada Post informed CUPW that things were not moving quickly enough to suit its pre-determined timetable. CPC sent "final" versions of the standards and the LCRMS Manual to the Union, and filed grievances under Appendices V and CC of the Urban Operations Agreement. These grievances allege that consultation has "failed" and that the parties are "unable to reach agreement" on the new standards and Manual. CPC has the burden of proof in regard to these grievances.

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

URBAN:

Technological Change Notice 29.03 b) – Anticipated Changes to Processing of Letter Mail – Regina and Saskatoon

Arbitrators – Appendix CC and Appendix V

New Proof of Identity with Data Transfer non-automated solution

Delivery Support Issues

- Part-time LCA Schedule
- LCA Handbook
- Update vs Restructure
- A-62 Error
- Non-Standard Mailings (IKEA) – SAP
- Break
- Depot R – Winnipeg
- Temporary Employees Vancouver
- CMB Clearance Scans
- LCRMS Chapter 1 – Doors , Stair Steps, Reformatting
- LCRMS – Dynamic Assessment
- LCRMS Chapter 8 – “Regularly”
- Appendix E – Port Moodie and Grand Prairie

Toronto SLB Pilot

Follow Ups and Others

- Passport Discussion
- Brazilian Wicket Operation

RURAL AND SUBURBAN MAIL CARRIERS

- Portable Data Terminals (PDT)
- Clause 12.08 Selection Process
- Appendix A # 2
- RSMC Realignment / Restructuring Schedule
- Staffing clause 12.03
- Right Hand Drive Vehicle Pilot
- Bi-weekly Pay

- Boot allowance Clause 24.01

EDUCATION

I co-facilitated a route measurement course in Peterborough on February 21 and in the Prairie region from February 7 to 10.

PRESIDENT'S METING

I participated in the regional president's meeting in Montréal on February 7 and 8. Below is a copy of the agenda.

Réunion régionale des présidentes et présidents	7 et 8 février 209 9:00 à 17:00 Sheraton Laval	
Nous accueillons la consœur Nicole Turmel (anciennement présidente nationale de l'Alliance de la fonction publique), dans le cadre du mandat qui lui fut confié par le CEN, soit de diriger le comité tiers indépendant afin de revoir la structure de notre Syndicat		
ORDRE DU JOUR		
<u>SAMEDI</u>		
Rapport du directeur national	L. Langlois	20
Rapport du Comité exécutif national	D. Lafleur	20
Effectifs gr 1	D. Lafleur / R. Ste-Marie	30
Effectifs gr 2	D. Lafleur / M. Champagne	20
Pause		15
C.C. FFRS (changements)	D. Lafleur	25
Poste Moderne	D. Lafleur / L. Langlois	50
Dîner		90
Examen de la structure STTP	N. Turmel	90
Pause		15
Griefs/arbitrages	J.-C. Girard / S. Lapointe	105
<u>DIMANCHE</u>		
Santé / Sécurité	L.L. Gélinau / A. Duguay	60
	S. Champoux	
Education	J. Valiquette	30
Pause		15
Organisation	V. Tremblay / J. Valiquette	50
Le Lien Syndical	L. Langlois	25
Dîner		90
Plainte CCRI	L. Langlois	30
Débriefing des campagnes nationales	A. Duguay	50
Calendrier des activités	L. Langlois	10

Pause		15
Solidarité internationale	L. Langlois	20
Varia		
Ajournement		
Informations complémentaires		
Notes particulières : Les responsables des dossiers a l'ordres su jour doivent s'assurer d'avoir des copies des documents aux participants et participantes. Les responsables doivent aviser, préalablement, le directeur des besoins de matériel, photocopies pu temps supplémentaire.		

We also visited the Monterey and Laval Ouest postal stations on Monday morning. We talked about Modern Post and the Mandate Review.

NATIONAL GRIEVANCES

N00-06-R0006 – PENSION CONTRIBUTIONS OUT OF THE FINANCIAL CAP – The case was scheduled to begin on February 27. CPC raised an estoppels argument and is claiming the grievance is out of time. These employer objections are delay tactics to avoid having to deal with the merits of the case for as long as possible. We have 3 more dates scheduled this spring.

CPC-06-00001 – REDUCED RECEPTACLE VALUES – CPC is attempting to have a technical arbitrator conclude that the receptacle values need to be lowered. Management wants us to read while we walk and that is contrary to their own policies for obvious health & safety reasons. The case is scheduled for April 9 and 23.

N00-07-00001 – PAYMENT FOR COMPRESSED DELIVERY OF HOUSE HOLDERS – CPC has requested an adjournment of this case. The grievance was scheduled to be heard on February 20, however it was cancelled and we are waiting for new dates. We are looking for more dates. CPC has agreed to drop any preliminary objections.

N00-07-00006 – READING WHILE WALKING – This case was scheduled on February 25 and 26, but was cancelled as well. We are waiting for new dates. The Union is objecting to CPC altering their policies and directives to allow reading while walking during the delivery of mail.

REGULAR ARBITRATION

[Enclosed](#) are none precedent setting regular arbitration decision you may find useful when preparing grievance for submission, hearings or arbitration.

856-03-00638 – clause 39.01 & Appendix I – CPC was ordered to return the airport mail segregation to the bargaining unit and to compensate employees.

PENSION

PENSION ADVISORY COUNCIL

The PAC met on February 5 and participated in a training session on February 4.

TRAINING

On February 4th the members of the Pension Advisory Council participated in a seminar titled “Global Economic Outlook”. This was a very timely topic considering the current economic situation. The seminar consisted of a presentation by Paul Ferley, Assistant Chief Economist, RBC, and an alternative view presented by Sylvain Schetagne, Senior Economist/Researcher, Canadian Labour Congress (CLC). The members of the PAC were then invited to question the presenters and participate in a lively discussion in the issues raised.

A significant difference in the two world views has roots in basic economic theory. The RBC Global view is that goods should be produced as inexpensively as possible so that money flows to those producers and in turn the workers will experience an increase in their benefits and working conditions. Very simply stated the CLC position is that workers should be able to purchase the goods and services they produce and should enjoy benefits and working conditions such that they can participate in the economy they live in.

Both presenters agreed with each other on how the current economic crisis developed and the factors that contributed to it, i.e a lack of regulation and/or oversight within the financial sector. The use of credit worthy instruments to bolster or hide the bad investments linked to them created a house of cards situation where the failure of a couple of large banks caused many more to falter and fail.

It was generally acknowledged by all participants that this session was the most stimulating one provided to PAC members and we look forward to using a similar model to discuss and inform ourselves about other pension related issues.

ETHICAL INVESTMENTS

The bargaining units once again raised the issue of ethical investments. We gave articles about Norway divestment from Wal-Mart and mining giant RioTinto as well as Cultivating growth with slow money. The articles are [enclosed](#). We also requested divestment from companies owned by companies from Israel and complained about our pension plan being invested in Manulife.

We requested that a divestment policy be developed for our pension plan.

AGENDA

NINETEENTH MEETING OF THE

PENSION ADVISORY COUNCIL

REPORTING TO THE PENSION COMMITTEE OF THE BOARD OF DIRECTORS
OF CANADA POST CORPORATIONTHURSDAY, FEBRUARY 5, 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 (October 23, 2008) - Notes of October 23, 2008 unofficial meeting	9:10 (10)	1
3. Business arising from previous meeting <ul style="list-style-type: none"> • Phased Retirement Program • Leave Without Pay (LWOP) • Securities Lending Update 	9:20 (20)	
<u>INFORMATION</u>		
4. Pension Plan Communications (including draft Pension Plan 2008 Annual Report content)	9:40 (20)	2
5. Pension Advisory Council Education Program (including PAC Orientation Booklet update)	10:00 (20)	3
6. Canada Post Pre-Retirement Seminars	10:20 (20)	4
<u>BREAK</u>		
	10:40 (15)	
7. Pension Investment Reports <ul style="list-style-type: none"> - Investment Division Report - Investment Performance Summary - Report on Equity Holdings - Pension Plan Funding Update 	10:55 (45)	5
8. Pension Services Reports <ul style="list-style-type: none"> - Quarterly Performance Report for Pensioners - Pension Centre Monthly performance report 	11:40 (30)	6
<u>LUNCH</u>		
	12:10 (60)	
9. Pension Services and Pension Investments Operating Expenses 2008 Q3 (September) Forecast	1:10 (15)	7
10. Statement of Investment Policies and Procedures	1:25 (10)	8
<u>OTHER BUSINESS</u>		
11. 2009 PAC Election Timelines	1:35 (10)	9
<u>ADJOURNMENT</u>		
	1:45	
<u>NEXT MEETING</u>		
May 14, 2009 or at the call of the Chairperson		

MINUTES

Enclosed are the minutes that covered the following topics:

- Minutes of the Previous Meeting (October 31, 2007)
- Business Arising from Previous Meeting
- Amendments to the PAC Protocol
- Information
 - Pension Plan Communications
 - Pension Advisory Council Education Program
 - Canada Post Pre-Retirement Seminars
- Pension Investment Report
 - Investment Division Report
- Pension Service Reports
 - Quarterly Performance Report for Pensioners
 - Pension Center - Monthly Performance Report
- Other Business
- 2007 CEM Report –Pension Plan Administration Benchmarking
- Proposed 2009 PAC Schedule
- PAC Terms of Reference Annual Review
- Miscellaneous
 - Asset Backed Commercial Paper
 - Group RSP
 - Number of PAC Retiree Representatives
 - Communiqué
 - Securities Lending
 - Hypothetical wind-up situation
 - Information on a timely basis
 - PAC Elections
 - Employer Contribution
 - Leave Without Pay (LWOP)
 - National Association of Letter Carriers presentation

PLANNED COMMUNICATION

- **2009 Pensioner Confirmation**
Planned for Summer 2009
- **Pension Plan News**
Distribution planned for March 2009
- **In Touch**
Distribution planned for March 2009
- **Web updates**

Continued with facelift and reorganization

New Terms of use page and search
Web based survey tool to be introduced

- **Member Services Satisfaction Survey**

- Member Satisfaction Survey – ongoing from 207
 - a survey is sent to a random sample of members contacting the Pension Centre
- Web based survey tool – new in 2009
 - software allows questions to be asked on any topic
 - instant user response
 - external website, therefore survey open to the public
- Annual Report Insert Card – reintroduced
 - Business Reply Card to measure satisfaction with the 2008 Annual Report structure and content

- **Personalized Pension Statements**

-staggered mailing throughout April

- **Annual Report 2008**

-staggered mailing April/May

- **2008 Annual Report Table of Contents**

- Cover flap – Operational Highlights & Financial Graphs
- Message from the Chair
- Message from the President
- Report to Members
 - Member Services
 - Financial Summary
 - Asset Performance
- Pension Plan Governance
- Financial Reporting
 - Management's Responsibility for Financial Reporting
 - Actuaries' Opinion
 - Auditors' Report
 - Financial Statements
 - Notes to Financial Statements

CPC PRE-RETIREMENT SEMINARS

The 2008 pre-retirement seminars are not available yet.

EXECUTIVE SUMMARY – INVESTMENT REPORT

Enclosed is a full report including all the companies our pension plan is invested in.

STATEMENT OF INVESTMENT POLICIES AND PROCEDUREES

Enclosed is a copy of the above mentioned document.

2009 PAC ELECTION TIME LINES

Terms Expiration

In 2009, two PAC elected positions will expire on the following dates:

1. Representative of Management and Exempt members **June 8**
(Current representative: Stuart Learmont)
2. Representative of all active members **October 21**
(Current representative: Micki McCune)

PAC Election Process Timelines – Planned completion dates

Nomination Process	Mgt/Exempt	All active
Nomination kit mailing	February 12	June 4
Nomination closing date	March 12	July 2
Voting Process		
Voting kit mailing	March 26	July 16
Voting closing date	April 23	Aug 13
Vote Count	April 27-30	Aug 17-28
Announce Winner to PAC	May	Sep

The newly elected Management and Exempt Representative will be invited to attend the May 14 PAC meeting, as a guest. The members of the Pension Committee will nominate the winner on June 3, 2009.

The members of the Pension Committee will nominate the newly elected All active Representative on October 14, 2009. The winner will attend the October 22 PAC meeting.

ENVIRONMENT

CANADIAN LABOUR CONGRESS

The Health, Safety and Environment committee met on February 18 to 20. The agenda for the meeting is [enclosed](#).

The CLC's National HS& E Green Jobs Conference was cancelled for 1009.

CLIMATE CHANGE

[Enclosed](#) is a document that covers the evaluation of Union's concerning international climate change talks. The main topics covered are:

- Climate change negotiations
- COP 14 – Poznan Key developments
- Trade unions in Cop 14 - Poznan
- Climate change negotiations - Proposals for follow up

KYOTO PLUS

Members of the CLC environmental committee believe we should be sending a delegation to COP 15 in Copenhagen, in fall 2009. This is the most important climate change conference since Kyoto. Please find [enclosed](#) more detailed information on Kyoto Plus.

LABOUR MOVEMENT

CANADIAN PEACE ALLIANCE

Sisters MacAfee, Teakson, as well as Brothers Lemelin, Callaghan, Buckland, Skinner and I participated in the CPA convention in Toronto from December 5 to 7. [Enclosed](#) is a copy of the agenda, the CPA national report as well the report from the Atlantic REC.

Below is a list of the names of the resolutions we passed at this convention:

- 1- Resolution on Canada's Membership in NATO
- 2- Resolution to Oppose the Canada First Defence Strategy
- 3- Resolution for 2008-2010 Campaign Goals, Strategy, and Actions
- 4- Resolution on Civil Liberties.
- 5- Resolution on RAWA Speaking Tour to Canada
- 6- Resolution on Support for World Peace Forum Society - Vancouver, BC
- 7- Resolution Cluster Munitions
- 8- Resolution on Department/Ministry of Peace
- 9- Resolution on Protecting our Water
- 10- Resolution on Malalai Joya's Re-instatement to the Afghanistan Parliament

For more information about the peace movement and nuclear weapons and energy please go to:

Canadian Peace Alliance: www.acp-cpa.ca - cpa@web.ca – 416-588-5555

Collectif Échec à la Guerre: www.echecalaguerre.org

International Campaign to Abolish Nuclear Weapons: www.icanw.org

Physicians for Global Survival: www.pgs.ca

ACT for the EARTH: www.ACTfortheEARTH.org

Ontario Clean Air Alliance: www.cleanairalliance.org – www.OntariosGreenFuture.ca - 416-926-1907

Counter Recruitment Movement: www.OperationObjection.org – 1647-436-6398

Canadian Peace Conference: www.canadianpeacecongress.ca

Peace Councils: Frazer Valley: fvpeace@hotmail.com

Edmonton: scurrie446@hotmail.com (780)-997-2354

Regina: peace.council@sasktel.net (306)-347-7693

Winnipeg: rnknfile@mts.net

Toronto: mckee.davesympatico.ca (416)-535-6586

World Peace Council: www.wpc-in.org

Labour for Palestine: labour@caiaweb.org, <http://stopwarblog.blogspot.com>,
www.vowpeace.org, www.hiroshimadaycoalition.ca, www.departmentofpeace.ca

ADDITIONAL INFORMATION

Also [enclosed](#) are the following documents:

- Canada in the Occupation War in Afghanistan
- Peace Magazine
- Jafa
- Bring Omar Khadr Back to Canada

INTERNATIONAL

WORLD SOCIAL FORUM

CUPW sent a delegation to the World Social Forum in Belem, Brazil from January 27 to February 1. We also had a participant from the research department representing CUPE. The Canadian delegation was made up of participants from the CLC, the Steel Workers, CFNU, CEP, CUPE and CUPW.

A full report will be included in my next report to the NEB.

[Enclosed](#) is the Canadian Federation of Nurses Union's report.

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 the Appendix AA Committee.

Solidarity,



Donald Lafleur, 4th National Vice-President

DL/gp-cope 225