



REPORT OF THE 4TH NATIONAL VICE-PRESIDENT

**PRESENTED TO
THE NATIONAL EXECUTIVE BOARD**

AUGUST 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.

075 LETTER CARRIER FORMS

Below is the national roll up for the 075 forms from March 2009.

	Full-Time	Part-Time
Foot routes	9,394	492
Mail mobile	3,255	528
Personnel carriers	46	1
Private vehicles	1,521	28
Meal on route	1,593	N/A
Relief Letter Carrier	2,422	18
Routers	5	6
Centralized Label Application Modules	139	49
Letter Carrier Assistant	493	317
Average Points of Call (POC)	557 per full time route	303 per part time route
Total Points of Call (POC)	9,038,375	
Total Householder Allowance	189,268 minutes	

APPENDIX “P” - RATIO REPORT

Below is a copy of the appendix P March 2009 fiscal year report. The unadjusted ratio is at 83.74% the adjusted ratio is at 77.78%.

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: 2009/5

		PTD / PA	YTD / CA	
Regular Paid Hours / Heures régulières payées	Full Time Regular Paid Hrs (A)	HR	1,768,221	9,554,258
	Part Time Regular Paid Hrs (B)	HR	382,298	2,078,545
	Total Regular Paid Hrs (C=A+B)	HR	2,150,518	11,632,802
	Term/temp Regular Paid Hrs (D)	HR	97,271	650,830
	Grand Total Regular Paid Hrs (C+D)	HR	2,247,789	12,283,632
Leave Hours for Regular Empl. / Heures de congé pour employés réguliers	Casual Sick	HR	30,905	187,418
	Certified Sick	HR	69,420	409,989
	Injury on Duty	HR	29,395	127,943
	Special Leave	HR	3,862	23,553
	Early Departure	HR	58	496
	LWOP - Sick	HR	9,399	51,000
	LWOP - Other	HR	26,544	168,420
	LOA > 30 Days	HR	160,930	901,885
	Total Absenteeism (E)	HR	330,512	1,870,704
	Adjustment Rate (F=E/C)		0.1537	0.1608
	Adjustment Rate %	%	15.37	16.08
	Alpha (Adjustment Rate - 0.0857)		0.0680	0.0751
A / (Grand Total - (Alpha *C))	Full Time Adjusted Ratio	%	84.14	83.74

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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: 2009/5
Full-time Ratio with adjustment factor / Proportion du temps plein avec facteur d'ajustement: 83.74%
Fiscal year to date / Exercice comptable à jour

Assistance

	Full Time Indeterminate / Temps plein indéterminé		Part Time Indeterminate / Temps partiel indéterminé		Temporary / Temporelle		Grand		Full Time / Temps plein					
	Regular	Total	Regular	Total	Regulair	Total	HR	HR	HR	%				
Overall Result	9,554,258	88,301	85,810	9,726,368	2,078,545	12,023	10,446	2,101,013	650,830	3,953	1,932	656,714	12,486,096	77.78
Canada Post Recession Hierarchy	9,551,286	88,289	85,801	9,723,376	2,078,545	12,023	10,446	2,101,013	650,830	3,953	1,932	656,714	12,486,096	77.78
Field Operations	9,546,576	88,289	85,801	9,720,666	2,078,309	12,023	10,446	2,100,778	650,761	3,952	1,932	656,545	12,478,089	77.77
MAJOR PLANTS	6,005,504	45,618	71,253	6,122,375	1,156,531	4,480	8,045	1,169,056	351,229	1,000	1,092	363,320	7,644,792	79.93
Major Plants Mail Processing	5,862,071	43,332	68,815	5,974,217	1,082,576	4,349	8,000	1,093,325	328,402	969	965	330,336	7,397,878	80.60
Maj Plant ATL	324,839	2,651	5,051	332,540	82,561	536	982	83,689	20,921	73	51	21,044	437,274	75.83
Major Plants Atlantic-St. John's	58,705	506	577	59,788	19,403	113	56	19,573	4,679	39	21	4,739	84,100	70.91
Major Plants Atlantic-Saint John	55,719	502	705	56,927	8,527	37	2	8,566	4,726	2	4	4,726	70,219	80.78
Major Plants Montreal	74,190	300	1,496	75,988	19,932	142	320	20,393	5,429	8	18	5,453	101,832	74.53
Major Plants Halifax BPP	136,224	1,342	2,273	139,840	34,729	244	184	35,157	8,088	26	12	6,126	181,122	76.85
Maj Plant OIE	1,193,348	6,983	13,769	1,219,998	219,991	806	2,140	222,586	98,629	206	519	100,933	1,542,937	78.98
Major Plants Quebec-Quebec	76,940	33	361	77,333	13,939	33	68	14,039	7,338	8	21	7,367	86,739	78.34
Major Plants Quebec-St. Laurent LPP	789,310	6,505	10,543	806,357	133,071	781	1,021	135,473	56,000	156	368	55,543	997,373	80.76
Major Plants Quebec-St. Laurent PPP	333,096	346	2,865	336,307	72,570	52	462	73,074	37,291	40	112	37,444	446,825	75.20
Major Plants Quebec-St. Laurent PPP	920,857	13,036	13,741	947,635	136,325	1,022	956	140,303	54,306	218	187	54,711	1,142,649	82.70
Maj Plant RUI RD	329,663	2,620	3,842	336,325	49,019	139	16	49,173	24,986	40	8	25,044	410,542	81.66
Major Plants Hurville-Ottawa	270,534	4,965	4,907	280,427	43,042	459	550	44,052	3,627	7	(2)	3,633	326,111	85.29
Major Plants Hurville-Hamilton	111,501	1,834	2,036	115,371	9,248	52	127	9,426	12,163	79	102	12,343	137,141	83.89
Major Plants Hurville-Kochbeher	138,684	3,114	2,478	144,476	25,109	270	95	25,474	9,245	72	37	9,354	179,304	80.17
Major Plants Hurville-London	70,275	284	478	71,036	11,907	102	169	12,178	4,278	20	41	4,337	87,551	81.28
Major Plants Hurville-Windsor	1,743,812	7,650	20,645	1,772,107	375,847	825	1,708	378,380	27,979	33	33	27,913	2,178,400	81.20
Maj Plant GTA	806,490	4,092	12,165	822,748	170,980	458	1,978	172,815	17,112	78	33	17,146	1,012,707	81.11
Major Plants Toronto-Outsaw	807,323	3,569	8,480	849,361	205,168	367	30	205,585	10,767	10,767	10,767	1,165,693	81.28	
Major Plants Toronto-South Central	998,953	12,007	13,985	1,024,545	148,960	903	914	151,376	88,116	368	148	88,633	1,265,564	80.72
Maj Plant PRA	243,848	3,280	2,724	246,852	36,123	349	55	36,527	23,787	91	1	23,879	310,258	80.28
Major Plants Prairie-Winnipeg	37,905	771	1,126	39,022	9,392	36	74	9,502	3,979	78	38	4,094	53,399	73.92
Major Plants Prairie-Thunder Bay	66,316	1,862	1,024	69,202	15,178	98	64	15,340	2,081	2	8	2,096	86,637	79.34
Major Plants Prairie-Regina	67,786	223	291	68,269	10,104	11	39	10,154	4,081	5	10	4,095	82,548	82.70
Major Plants Prairie-Saskatoon	285,042	1,284	3,043	289,349	46,244	119	347	46,710	34,236	6	62	34,303	370,363	77.88
Major Plants Prairie-Edmonton	298,056	4,807	5,377	308,040	32,520	290	334	33,144	20,947	188	30	21,165	362,350	84.79
Major Plants Prairie-Calgary	874,263	1,105	2,024	877,382	116,673	197	121	116,990	36,550	106	27	36,882	831,064	81.48
Maj Plant PAC	216,477	94	504	217,074	29,327	3	0	29,329	4,833	0	(6)	4,827	251,231	86.37
Major Plants Pacific-Vancouver PPP	394,349	462	1,129	395,929	71,598	4	0	71,602	22,371	106	33	9,484	479,902	80.35
Major Plants Pacific-Vancouver LPP	75,437	590	392	74,388	15,748	181	121	16,059	9,348	106	33	9,484	86,602	74.53
Major Plants Pacific-Victoria	123,725	2,276	2,311	128,312	69,439	129	1,645	71,214	22,818	31	127	22,975	222,501	57.28
Major Plant PSDL	31	10	128	4,612	4	4	4	4,514	9	9	9	44	44	44
Plant Maintenance (PM)	19,677	25,827	7,734	18,914	632,498	5,812	1,712	640,215	181,973	1,734	472	184,179	2,170,368	81.35
Plant Control	1,437,810	19,176	5,445	1,462,230	501,886	4,736	1,217	507,639	136,154	1,170	318	137,432	2,107,712	69.36
CLC/CTC														100.00
CLC/MSC Operations														100.00

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	PROTECTED / PROTÉGÉ																																		
	Full Time Indéterminé / Temps plein indéterminé						Part Time Indéterminé / Temps partiel indéterminé						Temporary / Temporaire						Grand Total																
	Overtime / Heures suppl.		@ 1.5		@ 2.0		Regular		Total		Overtime / Heures suppl.		@ 1.5		@ 2.0		Regular		Total		Overtime / Heures suppl.		@ 1.5		@ 2.0		Regular		Total		Rate				
Cost Center - AHN	474,276	2,289	6,681	483,246	131,021	1,060	495	132,596	45,819	554	554	154	46,336	682,379	72,84																				
GM-Outside-Other	1,468,772	5,672	15,228	1,489,670	249,815	1,358	415	251,588	100,802	487	487	114	101,403	1,842,691	80,73																				
RETAIL OPERATIONS	1,465,778	5,651	15,195	1,486,625	249,703	1,349	413	251,465	100,285	478	478	114	100,877	1,838,967	80,73																				
Corporate Offices	139			139	15		15							8	85,68																				
Dealers	2,855	21	31	2,906	97	9	3	30,078	509	9	9	173	15,278	3,532	82,48																				
RBM's	116,530	1,481	557	118,568	38,445	360	287	147,333	14,733	370	370	173	15,278	172,916	88,68																				
Operations LAD/LAM/LAS	22,387	119	30	22,546	8,435	65	16	8,515	3,506	8	8	7	3,521	34,592	65,23																				
Ops LAD/LAM/LAS/Suppl. - Adults	10,781	153	38	10,961	2,393	57	19	2,469						13,420	81,81																				
Ops LAD/LAM/LAS/Suppl. - Quebec	63,752	1,137	470	65,359	15,116	178	100	15,462	8,800	341	341	164	8,305	90,116	72,72																				
Ops LAD/LAM/LAS/Suppl. - Prairie	3,484	17	2	3,502	437	15	5	467	156	9	9		86	4,525	77,81																				
Ops LAD/LAM/LAS/Suppl. - Western/Other	3,484	17	2	3,502	437	15	5	467	156	9	9		86	4,525	77,81																				
Ops LAD/LAM/LAS/Suppl. - Western/Other	43,088	588	107	43,781	810	10	8	626	2,025	362	362	80	2,467	46,872	84,24																				
Field Ops Retail	2			2																															
Ops Ind-Admin	19,952	45	101	19,977	582	10	6	588	2,017	362	362	80	2,459	19,952	100,00																				
Ops Ind-Proc Excl	8,932			8,932																															
Ops Ind-CSD	736			736																															
Ops Ind-Offiv & Retail	286			286																															
Ops Ind-Reg GM's	13,171	6	6	13,171	29			29	8					13,747	96,78																				
Ops Ind-Transp	4,280			4,280	217			217	47					4,545	84,19																				
Marketing Sales & Service	4,280			4,280	217			217	47					4,497	95,17																				
Others	4,280			4,280	217			217	47					4,497	95,17																				
Seva Related Cost Centres																																			
RETAIL GM HO																																			
RET NETWORK DIR HO																																			
REAL EST & ASSET MGT GM HO	430			430	18			18						48	100,00																				
OPS TECH PROD DEV DIR HO	1			1										21	100,00																				
OPS DRT MGT SVP GTA	21			21										21	100,00																				
OPS MGT SITO BUS DEV GM GTA	8			8										8	100,00																				
OPS PDI MGT AND INNOVATION GM HO	13			13										13	100,00																				
EE OHAS GM HO																																			
OPS WS AND H FIELD OPS DIR HO																																			
RSMC PROJ GM HO	2			2																															
OPS DEL SPT DIR HO	2			2																															
ENG CONTINUOUS IMPROVEMENT GM HO	40			40																															
OPS PROC INOV & EGP DIR HO																																			
OPS LEAN SIGMA CENTRE DIR HO	40			40																															
HR/VP HO	366			366																															
EE MNTREN ENL OPS GM HO	366			366																															
Not Assigned Cost Center - AHN (S)	2,972	12	9	2,992	0			0	0					0	100,00																				

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BAR CHARTS

The Bar charts verification time period is upon us. As per clauses 51.05 and 52.04 it is extremely important that we pressure CPC into creating relief positions. We must mobilize the membership on this issue. Especially in work places where forced overtime has been occurring in previous years. The best way to avoid forced overtime is to force CPC to create additional relief positions as per their contractual obligations. Also use the 14.29 reports to support our claim that relief positions are needed wherever overtime hours have been a problem. Remember that we need to look at 15.08 (own route overtime as well as 17.04 (short staffed)) given the contractual obligations CPC has to provide help under appendix LL.

PILOT PROJECT GROUP 1

The Group 1 pilot project started a few weeks late.

We developed data collection material for stewards, as well as a bilingual ACCESS software application that will be used to build a data base on all kinds of hours worked (additional, overtime, temporary and relief [39.07]) as well as absences. The software also includes a data chart we developed on mail volumes received in work areas.

We're also collecting information on whether mail is being processed early or late. The purpose of this is not to use standards-based volume data to determine staffing levels, but rather to establish a volume index. A data chart specifically for postal outlets was also developed. With this software, we'll be able to produce reports and graphs with only a click and pre-established search request. It can also be used to check whether the employer is, for example, using temporary staff to process mail even though this is not warranted by the mail volumes; processing night mail in advance, when this could be done during the day, or covering absences without using relief staff or applying the provisions of clause 39.07.

We'll also be able to prove cases where the employer isn't adequately using relief staff by showing that it's assigning temporary workers to one work area when there is a surplus of relief staff in another area, even though there is no high-mail volume involved.

A short PowerPoint presentation was developed with the help of Yves Hénault to examine how the employer goes about eliminating positions. It covered productivity, QWL, management through stress and data collection.

A visit of work areas is underway and the initial comments from our members helped us improve the data collection material. This pilot project was more than favourably received in the work areas. A meeting was held with the Sherbrooke local so it can join in the project.

The next step will be to validate the data collection process and develop search requests for use in producing automatic reports. We're also working on recommendations to extend this pilot project nationally. The software will be made available as soon as it has reached an adequate level of development.

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		
London Depot 3	A	+1	-1	-1	SQ1	92.90%	71.50%	89.70%	SQ11	SQ0
Chambly	A	+1	SQ1	SQ11	+1	91.40%	76.50%	118.16%	SQ0	+11
Graham-Bell	A	-1	+3	+4	-1	113.70%	89.70%	111.60%	-4	+16
Jean-Perrin	A	-1	+1	+1	SQ2	100.80%	84.80%	117.55%	-4	+8
Montreal-Nord	A	+2	+1	+7	+1	112.40%	73.30%	112.00%	SQ0	+3
Pointe-Claire/Dorval	A	+2	-2	+10	-2	93.70%	69.60%	99.40%	SQ0	+20
Terminal 1	A	-13	-1	-7	+1	94.70%	94.70%	92.00%	-1	+16
Toronto P	A	-2	-7	+3	-5	100.84%	120.17%	109.68%	SQ0	+1
Oakville Depot 1	A	-2	-1	-2	SQ0	84.81%	103.02%	98.13%	SQ0	+3
Lyoydminister	A	+1	SQ2	+1	SQ0	102.50%	112.00%	102.00%	SQ0	+4
Regina Depot 4	A	-1	-1	SQ3	SQ0	112.80%	136.40%	119.20%	SQ0	+3
Kelowna Depot R	A	-3	SQ2	-4	+1	88.70%	98.20%	105.50%	SQ0	+10
Toronto J	A	+2	-4	+4	-4	98.68%	95.13%	114.17%	SQ0	SQ0
Orangeville	A	-1	SQ1	SQ4	SQ0	84.57%	91.46%	94.53%	SQ0	+3
Winnipeg Depot R	A	SQ24	SQ2	+14	+1	109.90%	112.40%	97.50%	-5	+24
Fredericton	A	-1	SQ4	+2	0	109.10%	123.60%	116.80%	---	+2
Woodstock	B	+1	SQ2	SQ2	SQ1	---	---	---	+1	+1

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**A-62 Time Values**

The parties met on June 22 to discuss specific elements of the permanent time values to be allotted to the sort and preparation values of the A-62 case. The parties continue to meet on a regular basis.

LC CARTS

The final report is [enclosed](#). Below is a copy of the table of content.

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THE COMMUNICATION WORKERS UNION (CWU)

The Communication Workers Union in the United Kingdom has launched the “Do The Job Properly” and “Work Safely”. [Enclosed](#) are some campaign materials.

NATIONAL WORK MEASUREMENT COMMITTEE

The NWMC’s report stemming from the May 2009 meeting is enclosed. Below is a copy of the index and the recommendations. The report will be posted on the CUPW web site as well. Also [included](#) are copies of the regional reports from the Atlantic region, Quebec, Metro-Montréal, Central, Metro-Toronto, Prairie and Pacific.

COMMITTEE MEMBERS

NATIONAL PRESIDENT

REPORT OF 4TH NVP AND NUR

PENSION ADVISORY COUNCIL ELECTIONS

BAR CHARTS

CONSULTATION

RSMC

URBAN

EDUCATION

AUTOMATED MAIL VOLUME INDEX

HOUSEHOLDERS

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COMPRESSED DELIVERY

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DELEGATIONS TO THE US

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APPENDIX AA

UNION STRUCTURE

ROUTE RESTRUCTURES

ARBITRATION DECISION

RSMC NEGOTIATIONS

STRATEGIC REVIEW

NWMC REGIONAL REPORTS

NWMC RECOMMENDATIONS TO THE NEB

NEGOTIATIONS

RSMC

URBAN

ROUTE RESTRUCTURES

UNION OBSERVERS

072 BLOCK CARDS AND 050 FORMS

POSTAL TRANSFORMATION

NWMC Recommendations to the NEB

Negotiations

RSMC

WHEREAS seniority is the key to equity;

WHEREAS CPC threatens RSMC with short routes and a drastic cut in pay if they request a revision;

BE IT RESOLVED THAT CUPW demand the contractual obligation to maximize 8 hour routes, that a 17.04 - like process be incorporated into the RSMC collective agreement, that relief employees contractually select their assignments by respecting continuous service, and that after a route restructure seniority be contractually respected in the bidding process.

Urban

WHEREAS Postal Transformation will force letter carriers to be outside more;

WHEREAS overtime is already a burden;

WHEREAS full time indeterminate jobs must be created;

BE IT RESOLVED THAT CUPW negotiate all relief and temporary workers absence be included in the bar charts.

Route Restructures

Union Observers

WHEREAS CPC is aggressively reorganising LC routes;

WHEREAS Union observers need tools;

WHEREAS CUPW needs to put together a comprehensive observer package;

BE IT RESOLVED THAT CUPW book off one member of the NWMC for a one week period to gather the information needed for our observers;

072 Block Cards and 050 Forms

WHEREAS members need to know what an 8 hour workload is made of;

WHEREAS article 50 verifications are very important;

WHEREAS volume-related problems are harder to prove;

WHEREAS the 050 form was removed from the LCRMS;

BE IT RESOLVED THAT CUPW develop an 072 block card computer program that will allow observers to determine the exact number of letters and oversize each restructured route is expected to sort prep and deliver in an 8 hour day;

BE IT FURTHER RESOLVED THAT the union request and negotiate that CPC bring back the 050 form but for restructured routes.

Postal Transformation

WHEREAS CUPW must offset any job loss associated with the implementation of the Postal Transformation;

WHEREAS a universal public postal service can only survive if services are improved;

WHEREAS Winnipeg is the first local to be hit with the technological changes;

WHEREAS the next round of negotiations is fast approaching;

WHEREAS external organizing, public and political campaigns are key to our success;

BE IT RESOLVED THAT CUPW organize local wide door-to-door mail delivery campaign, an organizing drive of all Shoppers Drug Marts and other postal franchise owners, and an organizing drive of mail houses in Winnipeg.

MAIL SERVICE COURIER WORKLOAD STRUCTURING SYSTEM - MSCWSS

PARCEL MODEL

Below is a copy of the final MOA in the Parcel Model file. When pending restructures are implemented in Calgary and Ottawa, the Parcel Delivery Project comes to an end. This project has to be seen as a major success story for CUPW. Overall, at the time of implementation of all sites in 2006, 673 full time jobs had been created in the letter carrier, MSC, PO4, PO5 classifications, and also in Groups 3 and 4. There was a decrease of 519 part-time jobs. Since then, there have been some increases and some decreases in subsequent restructures and schedule changes, mostly related to growth and decline in parcel volumes. In addition, hundreds of members and activists were trained in the MSCWSS. Some became very familiar with the

employer's IRMA software program that is used to build routes. Thanks to Brothers Dean Duncan and Doug Hacking and Sister Louise Jarret for their hard work in ensuring that the terms of Appendix S were implemented properly.

One order of business remains - the pilot project under Appendix S 7.2. Though the employer is not very interested, as it is going a different direction under Modern Post, CUPW is interested in doing the research for possible future use with the MSCWSS or LCRMS. Brother Dean Duncan will work on this project for the Union.

<p>MEMORANDUM OF AGREEMENT</p> <p>BETWEEN</p> <p>CANADA POST CORPORATION</p> <p>AND</p> <p>THE CANADIAN UNION OF POSTAL WORKERS</p> <p>Without precedent, and without prejudice to the position of either party regarding similar or related matters, the above-named parties agree that, subject to the terms of this Memorandum, all Parcel Hubs will be considered stabilized as per Appendix S, paragraph 4.3 of the Urban Operations collective agreement.</p>	<p>PROTOCOLE D'ENTENTE</p> <p>ENTRE</p> <p>LA SOCIÉTÉ CANADIENNE DES POSTES</p> <p>ET</p> <p>LE SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES DES POSTES</p> <p>Sans précédent et sans porter préjudice à la position d'une des parties concernant des questions semblables ou connexes, les parties susmentionnées conviennent que, sous réserve des dispositions du présent protocole, tous les centres de colis seront considérés stabilisés conformément à l'annexe S, paragraphe 4.3, de la convention collective des opérations urbaines.</p>
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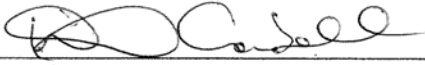
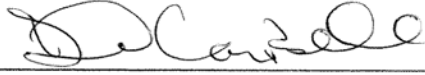


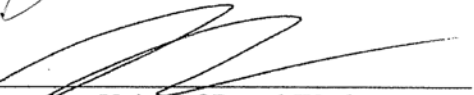

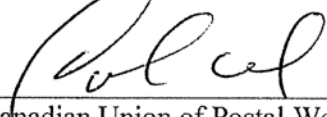
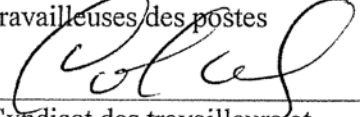


<ol style="list-style-type: none"> 1. The National Working Committee will continue to meet by conference call, or, if necessary, in person, on an as-required basis, until such time as the pilot project referenced in Appendix S, paragraph 7.2 of the Urban Operations contract has been completed. 2. The parties will make every effort to complete the agreed-upon desktop pilot related to the pilot project referenced in Appendix S, 	<ol style="list-style-type: none"> 1. Le Comité de travail national continuera de se réunir par téléconférence ou en personne, au besoin, jusqu'à ce que le projet pilote mentionné à l'annexe S, paragraphe 7.2, du contrat des opérations urbaines soit terminé. 2. Les parties feront tous les efforts possibles pour exécuter le modèle convenu de projet pilote en référence au projet pilote mentionné
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<p>paragraph 7.2 of the Urban Operations contract by December 31, 2009. Canada Post will provide all data required for the completion of this pilot project.</p> <ol style="list-style-type: none"> 3. In regard to the Ottawa hub, Canada Post agrees as follows: <ol style="list-style-type: none"> a. A full restructure of the MSC operation will be implemented in 2009. b. Parcel rate sampling for the 2009 restructure will commence in the autumn of 2008. c. Parcel volumes prior to October of 2007 will not be used for structuring purposes. d. The Local Working Committee will remain in place until the 2009 restructure has been implemented. 4. In regard to the Calgary hub, Canada Post agrees as follows: <ol style="list-style-type: none"> a. The MSC restructure that is currently underway will be completed and implemented by the summer 2009. b. The Local Working Committee will remain in place until the 2009 restructure has been implemented. 5. In regard to the Edmonton Hub, Calgary Hub & Winnipeg Hub Canada Post agrees affected letter carriers will be compensated as per the provisions of the attached Memorandum of Agreement dated June 23, 2009. 	<p>à l'annexe S, alinéa 7.2, du contrat des opérations urbaines avant le 31 décembre 2009. Postes Canada fournira toutes les données requises à l'exécution de ce projet pilote.</p> <ol style="list-style-type: none"> 3. En ce qui a trait au centre d'Ottawa, Postes Canada convient de ce qui suit : <ol style="list-style-type: none"> a. Une réorganisation complète des activités des CSP sera mise en œuvre en 2009. b. L'échantillonnage du taux de colis pour la réorganisation de 2009 commencera à l'automne 2008. c. Les volumes de colis antérieurs au mois d'octobre 2007 ne seront pas utilisés aux fins d'organisation. d. Le comité de travail local restera en place jusqu'à ce que la réorganisation de 2009 ait été mise en œuvre. 4. En ce qui a trait au centre de Calgary, Postes Canada convient de ce qui suit : <ol style="list-style-type: none"> a. La réorganisation des CSP actuellement en cours sera terminée et mise en œuvre d'ici l'été 2009. b. Le comité de travail local restera en place jusqu'à ce que la réorganisation de 2009 ait été mise en œuvre. 5. En ce qui a trait aux centres d'Edmonton, de Calgary et de Winnipeg, Postes Canada convient que les facteurs et factrices touchés recevront une indemnité en vertu des dispositions du protocole d'entente en date du 23 juin 2009.
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<p>6. The Corporation agrees to provide the following information to CUPW on an ongoing basis:</p> <ul style="list-style-type: none"> a. The final version of the <i>Parcel Delivery Sort and Load Daily Load Summary Report</i> will be posted each day in a location visible to MSC's in all of the parcel hubs. b. A copy of the final versions of the <i>Parcel Delivery Sort and Load Daily Summary Reports</i> will be provided to the respective CUPW Local via email in all parcel hub locations. c. Copies of the Parcel Hub Performance Reports will be provided to the CUPW National Office on a quarterly basis. d. Canada Post will provide the National Office of CUPW with an electronic copy of log files for all parcel hubs on a quarterly basis as per Appendix "S" 2.1(u) e. Canada Post will inform CUPW on all changes to the Parcel Delivery Sort and Load system, and provide the Union with full information relating to the changes. f. Canada Post will provide National CUPW a copy of the most recent versions of IRMA and the related release notes on an ongoing basis. 	<p>6. La Société convient de fournir les renseignements suivants au STTP de façon continue :</p> <ul style="list-style-type: none"> a. La version finale du rapport <i>Tri et Chargement des Colis à Distribuer - Chargement Quotidien</i> sera affichée chaque jour dans un emplacement visible par les CSP dans tous les centres de colis. b. Une copie des versions finales du rapport <i>Tri et Chargement des Colis à Distribuer - Chargement Quotidien</i> sera fournie au STTP local pertinent par courriel dans tous les centres de colis. c. Des copies des rapports relatifs au rendement des centres de colis seront fournies au bureau national du STTP chaque trimestre. d. Postes Canada fournira au bureau national du STTP une copie électronique des fichiers journaux pour tous les centres de colis chaque trimestre, conformément à l'annexe « S » 2.1(u). e. Postes Canada avisera le STTP de tous les changements apportés au système de tri et de chargement des colis à distribuer et fournira tous les renseignements concernant les changements au syndicat. f. Postes Canada fournira une copie des versions les plus récentes de l'application SIGI ainsi que les notes de mise à jour connexes au STTP national, de façon
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<p>7. As of the signing of this Memorandum, the Parcel Project Steering Committee is considered disbanded. Matters of mutual interest previously dealt with by the National Steering Committee, shall be discussed as required at National Consultation.</p> <p>8. As of the signing of the Memorandum, notification of technological changes under Appendix S, paragraph 3.6 shall no longer apply, and the provisions of Article 29 will be in force in this regard.</p>	<p>continue.</p> <p>7. Dès la signature du présent protocole, le Comité directeur du projet des colis est réputé dissous. Les questions d'intérêt commun originellement traitées par le Comité directeur national devront faire l'objet de discussion, au besoin, dans le cadre d'une consultation nationale.</p> <p>8. Dès la signature du protocole, l'avis de changements technologiques en vertu de l'annexe S, paragraphe 3.6, ne s'appliquera plus et les dispositions de l'article 29 seront en vigueur à cet égard.</p>
 _____ Canada Post Corporation	 _____ Société canadienne des postes
 _____ Canada Post Corporation	 _____ Société canadienne des postes
 _____ Canadian Union of Postal Workers	 _____ Syndicat des travailleurs et travailleuses des postes
 _____ Canadian Union of Postal Workers	 _____ Syndicat des travailleurs et travailleuses des postes.
Date: July 17/2009	Date : 17 juillet 2009

RURAL SUBURBAN MAIL CARRIERS

NEGOTIATIONS

I attended 13 RSMC pre negotiations meetings. I also visited the work floor in some of the locals. All the RSMC meetings I attended were positive and for the most part the union is very



much appreciated by the Sisters and Brothers. We are going into the last reopener and the members are ready to support the negotiators.

There was a meeting with CPC on July 17 to discuss the financial cap.

HOURS OF WORK STUDY

The data capture sheets keep coming into the national office of the Union. We have raised this issue at consultation. We have made it clear that some of our RSMC Sisters and Brothers are working hours for which they are not paid and we must correct this injustice.

RELIEF - APPENDIX E

The following is the current list of postal installations covered by Appendix “E”, paragraph 5 (a):

ATLANTIC REGION - CUPW

FREDERICTON (NB)
MONCTON (NB) LCD 1
SAINT JOHN (NB) MPP
ST JOHN'S (NL) MPP
DARTMOUTH (NS) DELIVERY CENTRE
HALIFAX (NS) LCD 1
CHARLOTTETOWN (PE)

QUEBEC REGION - CUPW

GATINEAU (QC) LCD HULL
GATINEAU (QC) LCD ALYMER
GATINEAU (QC) STN MAIN
QUÉBEC (QC) SUCC L'ANCIENNE-LORETTE
QUÉBEC (QC) LCD BEAUPORT
QUÉBEC (QC) LCD CHARLESBOURG
QUÉBEC (QC) LCD LORETTEVILLE
QUÉBEC (QC) LCD LÉVIS

METRO-MONTREAL REGION - CUPW

MONTREAL/LAVAL (QC) LCD DUVERNAY
BROSSARD (QC) LCD 1
SAINT-BRUNO (QC) STN MAIN
SAINT-HUBERT (QC) STN MAIN
TERREBONNE (QC) STN MAIN

CENTRAL REGION - CUPW

AURORA (ON) STN MAIN
NEWMARKET (ON) LCD
OTTAWA (ON) TERMINAL 1
OTTAWA (ON) TERMINAL 3
OTTAWA (ON) LCD N {BARRHAVEN}
OTTAWA (ON) KANATA

OTTAWA (ON) MERIVALE
OTTAWA (ON) ORLÉANS
OTTAWA (ON) LCD S
STITTSVILLE (ON) STN MAIN

METRO-TORONTO REGION - CUPW

BRAMPTON (ON)
BRAMPTON (ON) DEPOT NORTH LCD
MISSISSAUGA (ON) LCD 3
MISSISSAUGA (ON) LCD 4
MISSISSAUGA (ON) LCD 6
MISSISSAUGA (ON) LCD MALTON
WOODBIDGE (ON)
CONCORD (ON)
ETOBICOKE (ON)

.../2

ONTARIO REGION - CUPW

AJAX (ON) GTA
OAKVILLE (ON) LCD 1
OAKVILLE (ON) STN MAIN
PICKERING (ON)
RICHMOND HILL (ON)
THORNHILL (ON)
UNIONVILLE (ON)
MALVERN (ON)
MARKHAM (ON) PU
SCARBOROUGH (ON) LCD 4
MAPLE (ON) STN MAIN
STOUFFVILLE (ON) STN MAIN
BURLINGTON (ON) LCD 1
BURLINGTON (ON) LCD 8
ST CATHARINES (ON) LCD 1

ST CATHARINES (ON) LCD 2
STONEY CREEK (ON)
ANCASTER (ON) LCD
DUNDAS (ON)
HAMILTON (ON) LCD 1
HAMILTON (ON) LCD 2
HAMILTON (ON) LCD 5
KITCHENER CAMBRIDGE – GALT (ON)
KITCHENER (ON) LCD 1
KITCHENER (ON) LCD 3
WATERLOO (ON) LCD
CAMBRIDGE – PRESTON (ON)
GUELPH (ON)
LONDON (ON) LCD 1
LONDON (ON) LCD 5
LONDON (ON) LCD 3
LONDON (ON) LCD 4
WINDSOR (ON) LCD 4
WINDSOR (ON) LCD TECUMSEH

PRAIRIE REGION - CUPW

CALGARY (AB) LCD 11
CALGARY (AB) LCD 16
CALGARY (AB) LCD 4
CALGARY (AB) LCD 7
CALGARY (AB) LCD 17 SOUTH
 DEERFOOT
CALGARY (AB) LCD 18 SOUTH
 DEERFOOT
CALGARY (AB) LCD 19 SOUTH
 DEERFOOT
CALGARY (AB) LCD 8 SOUTH DEERFOOT
CALGARY (AB) LCD 1
CALGARY (AB) LCD 15

CALGARY (AB) LCD 6
CALGARY (AB) LCD 9
CALGARY (AB) LCD 20 CHINOOK
EDMONTON (AB) LCD 2
EDMONTON (AB) LCD 4
EDMONTON (AB) LCD 9
EDMONTON (AB) LCD 12
EDMONTON (AB) LCD 5
SHERWOOD PARK (AB) LCD
ST ALBERT (AB) STN MAIN
EDMONTON (AB) LCD 3
EDMONTON (AB) LCD 6
EDMONTON (AB) LCD 8
FORT SASKATCHEWAN (AB)
REGINA (SK) LCD 2
REGINA (SK) STN MAIN
SASKATOON (SK) LCD 1
SASKATOON (SK) STN MAIN
WINNIPEG (MB) CHARLESWOOD DEPOT
WINNIPEG (MB) CHURCH DEPOT
WINNIPEG (MB) LCD E
WINNIPEG (MB) LCD T
WINNIPEG (MB) TRANSCONA
WINNIPEG (MB) ST VITAL

PACIFIC REGION - CUPW

PORT COQUITLAM (BC) STN MAIN
SURREY (BC) STN A
DELTA (BC) LCD A
DELTA (BC) STN MAIN
PORT MOODY (BC)
SIDNEY (BC) DELIVERY DEPOT
VICTORIA (BC) LCD 4
VICTORIA (BC) LCD 10

TECHNOLOGICAL CHANGE – POSTAL TRANSFORMATION

The National Union continues to hold weekly consultations with the employer, with the participation of representatives from the affected Regions and Locals by telephone.

We have received a 29.03 b) notices for:

- Implementation of the new technology and work methods in Winnipeg
- Implementation of a new Small Parcel and Packet Sorter at Gateway in Toronto
- Implementation of new street letter boxes with containers inside in Winnipeg, Brandon, Dauphin, Thompson, Flin Flon, and Portage la Prairie, Manitoba, and in parts of Montreal.

NEC-REC

PLENERIES

The NEC – REC meeting took place on May 30, 31 and June 1. The meeting began and ended with plenary sessions. Brother Lemelin did opening remarks followed by a general discussion and each sub group (Staffing & Grievances, Education & Organizing, and Administration & Strategy) reported in plenary on the last day.

STAFFING & GRIEVANCES

In the staffing and grievances sub-group we had reports on consultation, national grievances, appendix AA, staffing, clear language, health & safety, and RSMCs.

STAFFING

From the staffing department we had prepared a binder and a compact disk for the RGOs. Below is a list of contents for both.

Binder:

- Proposed Schedule
- Route Restructure Reports
- 075 Letter Carrier Forms from the December and the National Summary Report
- Staffing – Groups 1, 2, 3 and 4
- Automated Mail Volume Index
- Updates and Restructures
- Canada Post's Retail Staffing Model
- Draft of the Appendix S'
- Memorandum of Agreement
- Summary of grievances since June 2008
- 350-07-00305
- Clause 17.06
- N00-07-00010
- R04-07-00003

Compact disk:

- Clause 14.29
- The 2000-hour project (based on 14.29s)
- December 075 form
- Arbitrations decisions and list of grievances
- IRMA 4.2.2
- Route restructuring reports
- PowerPoint presentations

- Containers vs. Bags for SLB Mail -- PT-CUPW Consultation
- Collating Machine Pilot for Unaddressed Admail Postal Transformation
- Postal Transformation, Winnipeg Mail Collection Overview
- Address & Delivery Point of Call Maintenance Edit Book Pilot update
- Postal Transformation, Lettermail Equipment Changes
- Presenting the Delivery Cart Union Presentation
- Update and Restructure document
- Collection and Delivery Supervisory, Briefing Unaddressed Admail - Break out of the POC
- Ergo Review GTA – SLB
- SLB Clearing Method Comparison
- Report on the New Technology LCRMS Course
- Canada Post Strategic Review – Report of the Advisory Panel

APPENDIX AA

The appendix AA committee did a power point presentation on the Letter Carrier cart study containing the Joint Work Group recommendations on the C46 and the BOB Cargo cart and CUPW recommendations on the USPS cart and the PT200c cart.

The presentation is [enclosed](#).

TRANSITION COMMITTEE

The Transition Committee did a presentation on the files they are working on. Below is a list of the contents of the presentation. A binder containing all the details was handed to the RGOs.

- 2008-2009 RSMC collective agreement - New Provisions
- National RSMC Grievances – 2008-2009
- Bi-weekly Pay – Article 33
- Boot Allowance – Clause 24.03 and Appendix “E”, par. 7
- Health and Safety Representation (CUPW-CPAA) –MoA on Clause 24.01
- Posting of Vacant Positions within a 50-km Radius – Clause 12.03
- Selection Process for Filling Vacant Positions Outside 50-km Radius – Clause 12.08
- Vacant Routes Under 8 hours/RMS – Article 12
- Routes Over 8 hours/RMS – Article 11, 12 and 13
- CPC Route Restructuring Plan – Article 11, 12, 13 and Appendix “G”
- On-Call Relief Employees (OCREs) – Major Urban Centres (MUCs) – Appendix “E” par. 5
- On-Call Relief Employees (OCREs) – Rules for Use – Appendix “E”, par. 4
- RSMC Seniority and Continuous Service – Clause 8.03
- Times Values under the Route Measurement System (RMS)
- RSMC Hours of Work Study – Appendix “H”
- Legal Opinions on RSMC – Related Subjects
- RSMC Negotiations – 2010 to 2011
- Financial Cap – Article 35
- Information to CUPW Local and Regional Offices – Bulletins to Members

- Union Education seminar of RSMC issues

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

May 27:

- | | |
|---|---|
| <ul style="list-style-type: none"> ▪ Re-usable Shopping Bags Pilot ▪ Kiosk Update ▪ Letter Carrier Training Update ▪ Redirection System Initiative ▪ CPC Annual Report ▪ MSC Training Program ▪ Passport Issues ▪ Appendix E ▪ Regional Forums ▪ Web Cameras ▪ Mail Volumes by Product ▪ National Consultation Dates ▪ Dulude Decision 2009-05 ▪ A-32 MOA ▪ 17.04 – « Other Means » ▪ Techological Change Notice 29.03b) <ul style="list-style-type: none"> – Modification of Parcel Sort | <ul style="list-style-type: none"> Process for Three Sites in Quebec and Changes to Mono Mode for Quebec Fwd ▪ 17.06 Absences ▪ Appendix LL ▪ 075-085 Discrepancy ▪ MSCWSS ▪ SLB Scanning Value ▪ Dynamic Assessment LCRMS Chapters 4 and 5 ▪ LCRMS Chapter 3 – Assessing Direct Points of Call ▪ Productivity Cheat Sheet ▪ Surrey Depot 2 Restructure ▪ Scarborough – AIM Issue ▪ AMVI Report |
|---|---|

June 15:

- LCRMS Chapter 3 – Proposal for Assessing Direct Points of Call

June 24:

- Sort Case Addressing Labelling Application (SCALA)
- Sum 075s – March 2009
- Dulude Decision Bulletin (2009-05)
- Electric Vehicles
- Appendix E – Atlantic
- IKEA MOA
- Quarterly MVI Report
- Carbon Footprint – Global Postal Industry Standards
- SLB Clearing
- Outaouais – Book 10
- Technological Change Notice 29.03b) – Introduction of a Cubiscan (Cargoscan), Ottawa
- Dealership Notice (1)
- MSCWSS Chapter 3

July 15:

- 2008 Employment Equity Report
- Standardization of the Internal Staffing Guidelines – Transfer Process of Permanently Partially Disabled (PPD) Employees
- Induction Cut- Off Times
- Detector Dogs Service Presentation
- Technological Change Notice 29.03b) – Ring Scanners
- Job Analysis Results
- Personal Suitability Questionnaire (PSQ) Pilot
- New Record of Employment (ROE) Process
- Retail Point of Service (RPS)
- Community Mail Box (CMB) Lock and Key Replacement Charge
- Bilingualism and Language Training Guidelines
- Respect and Fairness
- Technological Change Notice 29.03b) – Introduction of Motorized Lifting Jack LW7 BT Model PH1600 to Spruce Grove Post Office
- Technological Change Notice 29.03b) – Implementation of Optical Readers at PSM Coding Stations at Léo-Blanchette MPP
- Technological Change Notice 29.03b) – Introduction of a Decentralized Redirection System (DRS) Unit, Hamilton West Letter Carrier Depot
- RFID Project
- Changes to Priority Worldwide Pick-Up
- Wearing of Seatbelts
- Technological Change Notice 29.03b) – Cubiscan Ottawa Waiver

RURAL

May 15:

- Job Analysis
- Staffing Bulletin – Update to RSMC Driver’s License Requirements

- Staffing
- Bi-weekly Pay
- Appendix H – Hours of Work Study
- CUPW Hours of Work Study
- Appendix F
- Financial Cap
- Hours of Work: Clause 13.02 and 13.03
- Additional item not on agenda – TSAT Schedule

June 4:

- Appendix E #5
- Staffing of vacant routes
- Staffing
- Portable Data Terminals (PDT) – RSMC
- Right Hand Drive Vehicle (RHDV) Pilot
- CUPW Hours of Work Study
- Appendix H
- Article 11 Route assignment following a restructure
- RSMC Route Restructure Plan
- Clause 8.03 Posting and Updating of Seniority Lists
- Minutes of National Consultation April 30, 2009
- 6.04 Notice Tesseract
- RSMC Annual Route Inspection

EDUCATION

COMPUTERIZED LCRMS

On June 8, I participated on the first day of the 5 day course that was offered in the Montréal region by brother Martin Champagne and Sister Johanne Noel. This course is always well received. The regions are planning to offer this course in Québec and Edmonton.

PRE ROUTE RESTRUCTURE

At the request of the Ottawa local Sister Bev Collins, Brothers Godwin Smith, Dave Woods, Yves Hénault and I presented a pre shift, power point route restructure course on June 23. The members in the Vanier postal station were appreciative of this endeavour. We plan on going back a week before the volume count. It is essential that we inform and involve the membership during the route restructure process. All levels of the Union have a roll to play. The members on the floor have a key roll to play. We can attempt to stop the job loss before it happens by showing solidarity and working to rule. If that is not enough we must make CPC pay if they cut jobs before and after the implementation of the route restructures.

In Vanier the LCA had verified the 038 forms in 2007 and management had not updated all the forms yet. Brother Smith took this issue up at local consultation along with directory book 10s and the mail volume index.

NATIONAL GRIEVANCES

N00-07-00006 – reading while walking – We held arbitration hearings on June 24 and 25. The Union had 4 witnesses, letter carriers testifying about being told not to read while walking at letter carrier school and about their personal experiences including injuries.

On the second day the parties put forth their arguments concerning a preliminary objection on the part of CPC. The Union has had a study from the UK that clearly says that reading while walking is a major cause of injuries. This study has been provided to CPC at consultation, negotiations and other formats over the years. The Corporation is now objecting to the introduction of the study as evidence in this arbitration. The Union has requested that the arbitrator produce a written decision.

The next hearing is scheduled for August 18 and 19.

[N00-07-00021](#) - We won this grievance. A letter carrier can only choose to use his or her private vehicle during a route restructure. The arbitrator agreed with the union interpretation. We must enforce this decision and have it applied retroactively. Therefore, if the Corporation allowed a letter carrier to volunteer to use his or her own vehicle outside the route restructure process, then the mode of transportation for this route must immediately be converted to a Corporation vehicle or taxi.

REGULAR ARBITRATION

Enclosed on the CD are regular arbitration decisions. The non precedent setting regular arbitration decisions may be helpful when preparing grievances for submission or arbitration.

URBAN

[548-07-01011](#) – clauses 13.08 & 13.10 – The arbitrator orders that each of the 3 employees be considered to have become part-time P04 effective March 9 2008.

[710-07-00554](#) – clauses 15.14 & 17.04 – CPC was ordered to respect seniority when they force employees in group 2 to do overtime as per the recent national policy grievance decision.

[824-07-00247](#) – article 48 – The Corporation was ordered to pay monetary damages for systematically violating clause 48.02, thus failing to follow the established departure time.

RURAL

[610-03-R0003](#) and [566-03-R0014](#) – article 11 – Both grievances were upheld and the RSMC's schedule As were to be amended retroactive to March 1, 2004 and January 1, 2004.

INTERNATIONAL SOLIDARITY

CUPW INTERNATIONAL CONFERENCE

On June 17 to 19 the International Conference was held. Below is a copy of the conference's agenda.

JUNE 17, 2009 17 JUIN 2009		HÔTEL MARRIOTT HOTEL 100 RUE KENT STREET		JUNE 18, 2009 18 JUIN 2009		HÔTEL CROWNE PLAZA HOTEL 101 RUE LYON STREET	
17:00h – 19:00h	→ REGISTRATION → PICK-UP OF TRANSLATION DEVICES ☒ Victoria Ballroom Foyer (Marriott Hotel)	→ INSCRIPTION → RAMASSAGE DES ÉCOUTEURS ☒ Entrée de la salle Victoria (Hôtel Marriott)		19:00h	→ BANQUET ☒ Ballroom AB – Crowne Plaza Hotel → GUEST SPEAKER - CARLA LIPSIG-MUMMÉ → BUFFET → MUSIC	→ BANQUET ☒ Salle AB – Hôtel Crowne Plaza → CONFÉRENCIÈRE : CARLA LIPSIG-MUMMÉ → BUFFET → MUSIQUE	
19:00h – 21:00h	→ CONFERENCE OPENING AND WELCOME SPEECH ☒ Victoria Ballroom (Marriott Hotel)	→ OUVERTURE DE LA CONFERENCE ET DISCOURS DE BIENVENUE ☒ Salle Victoria (Hôtel Marriott)					
JUNE 18, 2009 18 JUIN 2009		MARRIOTT HOTEL 100 RUE KENT STREET		JUNE 19, 2009 19 JUIN 2009		CROWNE PLAZA HOTEL 101 RUE LYON STREET	
08:00h – 09:00h	→ “HEALTHY START” BREAKFAST (COMPLIMENTARY) ☒ Victoria Ballroom (Marriott Hotel)	→ DÉJEUNER « SANTÉ » (GRATUIT) ☒ Salle Victoria (Hôtel Marriott)		08:00h – 09:00h	→ “LONG DISTANCE RUNNER” BREAKFAST (COMPLIMENTARY) ☒ International Ballroom AB – Crowne Plaza Hotel	→ DÉJEUNER « SUPER ÉNERGÉTIQUE » (GRATUIT) ☒ Salle de bal International AB – Hôtel Crowne Plaza	
09:00h – 12:00h	→ PANEL 1: OVERVIEW OF TRENDS IN POSTAL ADMINISTRATIONS AND THE RESPONSE OF UNIONS ☒ Salle Victoria (Marriott Hotel)	→ TABLE RONDE 1 : APERÇU DES TENDANCES AU SEIN DES ADMINISTRATIONS POSTALES ET REACTIONS DES SYNDICATS ☒ Salle Victoria (Hôtel Marriott)		09:00h – 12:00h	→ PANEL 3: IMPACT OF NEW POSTAL TECHNOLOGY ON MAIL DELIVERY ☒ International Ballroom AB – Crowne Plaza	→ TABLE RONDE 3 : INCIDENCE DES NOUVELLES TECHNOLOGIES SUR LA LIVRAISON DU COURRIER ☒ Salle de bal International AB – Hôtel Crowne Plaza	
12:00h – 13:30h	→ LUNCH BREAK	→ REPAS DU MIDI		12:00h – 13:30h	→ LUNCH BREAK	→ REPAS DU MIDI	
13:30h – 17:00h	→ PANEL 2: IMPACT OF NEW POSTAL TECHNOLOGY ON MAIL PROCESSING ☒ Victoria Ballroom (Marriott Hotel)	→ TABLE RONDE 2 : INCIDENCE DES NOUVELLES TECHNOLOGIES SUR LE TRAITEMENT DU COURRIER ☒ Salle Victoria (Hôtel Marriott)		13:30h – 16:45h	→ PANEL 4: WHERE DO WE GO FROM HERE? ☒ International Ballroom AB – Crowne Plaza	→ TABLE RONDE 4 : QUE FAIRE A PARTIR DE MAINTENANT? ☒ Salle de bal International AB – Hôtel Crowne Plaza	
PARTIAL FUNDING FOR THIS CONFERENCE WAS PROVIDED BY THE INTERNATIONAL POSTAL FUND. LA PRESENTE CONFERENCE A ETE FINANCEE EN PARTIE GRACE AU FONDS POSTAL INTERNATIONAL.				16:45h – 17:00h	→ CLOSING ☒ International Ballroom AB – Crowne Plaza	→ CLÔTURE ☒ Salle de bal International AB – Hôtel Crowne Plaza	



The conference was a success. Our guests from all over the world were very helpful in providing information based on their experiences that will be useful for years to come. We plan on reporting on this conference at the upcoming president's meeting.

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

Solidarity,



Donald Lafleur, 4th National Vice-President

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