



REPORT OF THE 4TH NATIONAL VICE-PRESIDENT

**PRESENTED TO
THE NATIONAL EXECUTIVE BOARD**

NOVEMBER 2009



TABLE OF CONTENTS

STAFFING	4
STAFFING INFORMATION ON THE “I” DRIVE.....	4
APPENDIX “P” - RATIO REPORT	4
Overall Results.....	7
075 LETTER CARRIER FORMS	7
BAR CHARTS.....	8
LETTER CARRIER ROUTE MEASUREMENT SYSTEM.....	8
RESTRUCTURE REPORTS	8
HOUSEHOLDER ALLOWANCES	9
APPENDIX AA.....	9
NATIONAL WORK MEASUREMENT COMMITTEE.....	11
MAIL SERVICE COURIER WORKLOAD STRUCTURING SYSTEM	12
17.04 VIOLATIONS	12
RURAL AND SUBURBAN MAIL CARRIERS.....	13
NEGOTIATIONS.....	13
HOURS OF WORK STUDY –APPENDIX H.....	13
TECHNOLOGICAL CHANGES – POSTAL TRANSFORMATION	14
CONSULTATION	14
CONSULTATION INFORMATION ON THE “I” DRIVE	14
NATIONAL CONSULTATION ISSUES	14
Urban.....	14
Rural and Suburban Mail Carriers	16
NATIONAL GRIEVANCES.....	16
N00-06-R0002	16
N00-06-R0006	16
N00-07-00001	16
N00-03-00021	17
CPC-06-00001	18
CPC-08-00003	18
CPC-08-00004	18
PENSIONS.....	18
PENSION ADVISORY COUNCIL.....	18
PAC Members’ Education	18
Agenda	19
Ethical Investments.....	20
Minutes – May 14 2009	20
Pension Plan Communication.....	21



Pre Retirement Seminars.....	21
Pension Investment Reports – Investment Division Report	22
Investment Performance Summary June 2009	22
Equities in Alphabetical Order.....	22
Responsible Investment Updates	22
2008 CEM Benchmarking Inc. Results	24
RBC Monthly Performance Report for Pensioners	24
PAC Terms of Reference	24
Proposed 2010 PAC Schedule	24
SEMINAIRE INTERNATIONAL SUR LA GESTION DU CAPITAL DES TRAVAILLEURS ET TRAVAILLEUSES – FTQ (INTERNATIONAL SEMINAR ON MANAGING WORKERS’ CAPITAL - FTQ)	24
ENVIRONMENT.....	25
OUR TIMES MAGAZINE	25
CANADIAN LABOUR CONGRESS HEALTH SAFETY AND ENVIRONMENT COMMITTEES	26
CLC GREEN ECONOMY ALLIANCE	27
LABOUR MOVEMENT	28
PSAC MUSEUM WORKERS ON STRIKE	28
SAY BYE TO BUY LOCAL	28

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 111 and the 075 forms from September were given to the national Directors on compact disk.

APPENDIX “P” - RATIO REPORT

Below is a copy of the appendix P March 2009 fiscal year report. The unadjusted ratio is at 84.85% the adjusted ratio is at 78.09%.

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: 2009/9

		PTD / PA	YTD / CA
Regular Paid Hours / Heures régulières payées	Full Time Regular Paid Hrs (A) HR	2,140,157	17,349,817
	Part Time Regular Paid Hrs (B) HR	472,138	3,763,247
	Total Regular Paid Hrs (C=A+B) HR	2,612,295	21,113,064
	Term/temp Regular Paid Hrs (D) HR	143,815	1,104,676
	Grand Total Regular Paid Hrs (C+D) HR	2,756,111	22,217,740
Leave Hours for Regular Empl. / Heures de congé pour employés réguliers	Casual Sick HR	37,437	319,842
	Certified Sick HR	91,066	727,146
	Injury on Duty HR	22,588	222,897
	Special Leave HR	4,489	39,982
	Early Departure HR	60	741
	LWOP - Sick HR	9,894	84,871
	LWOP - Other HR	37,142	305,148
	LOA > 30 Days HR	233,660	1,879,762
	Total Absenteeism (E) HR	436,336	3,580,389
	Adjustment Rate (F=E/C)	0.1670	0.1696
	Adjustment Rate % %	16.70	16.96
	Alpha (Adjustment Rate - 0.0857)	0.0813	0.0839
A / (Grand Total - (Alpha *C))	Full Time Adjusted Ratio %	84.14	84.85

PROTECTED / PROTÉGÉ
11/14/2009, 3:37 PM

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

Fiscal Year and Posting Period / Exercice comptable et période comptable: 2009/9
Full-time Ratio with adjustment factor / Proportion du temps plein avec facteur d'ajustement: 84.85%

Fiscal year to date / Exercice comptable à jour



Assistance

Cost Center - ANH	Full Time Indéterminé / Temps plein indéterminé		Part Time Indéterminé / Temps partiel indéterminé		Temporary / Temporaire		Grand		Full Time / Temps plein					
	Regular	Total	Regular	Total	Regulair	Overtime / Heures suppl.	Total	Total		Ratio				
	@ 1.5	@ 2.0	@ 1.5	@ 2.0	@ 1.5	@ 2.0	@ 1.5	@ 2.0						
Overall Result	17,346,817	138,895	118,655	17,607,388	3,763,247	13,988	3,795,864	1,104,678	2,564	1,113,137	22,516,489	78.09		
Canada Post Allocation Hierarchy	17,346,645	138,884	118,647	17,604,175	3,763,160	13,984	3,795,688	1,104,676	2,564	1,113,137	22,513,210	78.09		
Field Operations	17,338,178	138,884	118,647	17,596,708	3,762,907	13,984	3,795,645	1,104,453	2,563	1,112,908	22,504,263	78.09		
MAJOR PLANTS	10,993,448	89,005	96,121	11,158,574	2,097,376	6,925	2,114,703	568,551	1,501	1,351	571,403	13,844,690	80.48	
Major Plants Mail Processing	10,751,582	85,004	92,560	10,888,156	1,963,251	6,671	1,977,847	531,203	1,470	1,213	533,986	13,400,988	81.14	
Major Plants ATL	590,284	3,618	6,596	600,507	144,741	662	146,141	38,704	88	63	38,655	783,503	76.49	
Major Plants Atlantic-St. John's	108,007	689	769	110,475	33,544	123	56	33,724	6,581	39	21	6,651	150,850	73.09
Major Plants Atlantic-Saint John	101,238	907	1,038	103,183	15,050	47	4	15,101	8,882	4	8,892	127,166	80.88	
Major Plants Montreal	135,195	345	2,056	137,586	33,868	159	400	34,437	8	26	8,122	181,155	75.89	
Major Plants Halifax IRRP	244,885	1,686	2,734	248,254	62,288	352	298	62,879	12,142	42	17	12,200	324,332	76.69
Major Plants Quebec-Quebec	137,285	109	482	137,875	25,807	140	115	26,062	86	59	15,361	179,239	78.89	
Major Plants Quebec-St. Laurent LPP	1,426,857	9,554	13,773	1,450,184	234,632	1,092	1,989	237,722	80,164	307	465	80,936	1,768,943	81.83
Major Plants Quebec-ST. Laurent PPP	565,750	788	3,918	600,476	127,516	162	700	128,381	68,086	40	112	68,638	797,695	75.23
Major Plants-HURRID	1,797,688	24,291	24,009	1,845,989	279,496	1,608	1,291	282,363	89,276	356	244	89,876	2,218,257	82.88
Major Plants-HurRid-Ottawa	615,692	4,539	6,255	628,388	92,433	152	24	92,608	42,567	41	8	42,616	761,610	82.02
Major Plants-HurRid-Hamilton	497,074	9,201	7,794	514,059	78,810	755	592	80,157	4,053	9	(2)	4,060	598,277	85.71
Major Plants-HurRid-Kitchener	210,538	2,865	2,918	216,422	17,804	53	156	18,142	13,786	83	104	13,983	248,547	86.90
Major Plants-HurRid-London	265,894	6,094	4,740	276,628	49,208	455	176	49,839	16,033	110	39	16,182	342,548	80.29
Major Plants-HurRid-Windsor	138,371	521	574	138,465	23,563	141	172	23,876	6,452	22	45	6,519	168,960	82.18
Major Plants-HurRid-Thunder Bay	70,321	1,071	1,737	73,129	17,549	50	172	17,711	6,375	91	50	6,516	97,415	74.61
Major Plants-OTB	3,181,059	8,986	24,547	3,214,192	680,128	1,243	2,028	683,399	42,010	81	42,081	3,938,682	81.50	
Major Plants-Toronto-Ontario	1,470,104	4,980	15,187	1,490,251	318,781	875	1,998	321,655	31,234	81	31,316	1,843,221	80.77	
Major Plants-Toronto-South Central	1,710,955	3,006	9,380	1,723,941	361,347	367	30	361,745	10,775	10,775	2,096,461	82.14		
Major Plants-Toronto-South Central	1,748,177	16,562	16,000	1,778,739	263,298	1,404	988	265,675	445	132	136,331	2,180,757	81.40	
Major Plants-Prince-Windsor	441,851	4,885	3,333	450,070	67,554	620	98	68,272	43,160	197	7	43,965	561,706	79.96
Major Plants-Prince-Edmonton	130,793	2,600	1,289	134,581	30,889	136	80	31,204	6,898	3	8	4,897	170,693	78.48
Major Plants-Prince-Edmonton	120,457	331	434	121,222	18,624	15	63	18,692	6,889	10	6,886	148,598	82.65	
Major Plants-Prince-Edmonton	520,035	2,337	3,635	526,068	83,622	226	392	84,240	48,182	43	77	48,301	689,550	79.78
Major Plants-Prince-Calgary	533,040	6,509	7,309	546,858	62,509	406	384	63,279	32,857	196	30	33,083	643,220	84.82
Major Plants-PAC	1,256,442	1,516	3,236	1,261,184	207,632	343	187	208,161	63,391	58	63,597	1,532,652	82.26	
Major Plants-Pacific-Vancouver PPP	392,196	146	554	392,897	48,480	3	0	48,493	6,789	5	(6)	6,788	448,187	87.64
Major Plants-Pacific-Vancouver LPP	728,626	514	2,169	731,308	128,919	514	0	128,923	41,608	11	15	41,634	901,865	81.03
Major Plants-Pacific-Victoria	135,619	858	514	136,989	30,223	336	187	30,746	14,985	132	49	15,165	182,900	75.00
Major Plants-PDSL	226,984	3,991	3,433	234,408	125,666	252	2,378	128,296	37,340	32	138	37,509	400,213	58.20
Plant Maintenance (PM)	55	55	3	55	3	3	6	6	6	6	63	63	86.11	
Plant-Other	34,818	10	128	34,956	8,455	2	8,457	8,457	3	3	43,415	80.48		
Plant-Facilities	3,354,190	37,548	11,038	3,402,738	1,135,448	8,702	2,520	1,146,670	350,028	681	323,170	4,872,614	69.74	
Plant-Operations	2,555,773	28,527	7,875	2,592,174	907,848	7,069	1,634	916,751	245,271	450	287,364	3,756,289	68.81	
Plant-Operations	12,713	12,713	0	12,713	0	0	0	0	0	0	12,713	100.00		

Assistance: 1-877-411-8985

YTD_CA

1/2



	Full Time Indeterminate / Temps plein indéterminé				Part Time Indeterminate / Temps partiel indéterminé				Temporary / Temporaire				Grand Total	
	Overtime / Heures suppl.		Total		Overtime / Heures suppl.		Total		Overtime / Heures suppl.		Total		Total	Rate
	@ 1.5	@ 2.0	Regular	Total	Regular	Total	@ 1.5	@ 2.0	Regular	Total	@ 1.5	@ 2.0	Total	Rate
Cost Center - AHN														
CAD-Operations	785,704	3,153	797,856	227,600	1,633	696	229,919	74,757	231	819	231	75,807	1,103,611	72.21
RETAIL OPERATIONS	2,712,441	9,396	2,751,572	462,108	2,529	676	465,312	187,936	247	927	247	189,109	3,405,963	80.67
Corporate Offices	2,707,085	9,357	2,746,093	461,942	2,513	670	465,124	187,177	247	915	247	188,339	3,398,556	80.66
Dispatch	59		59	15			15	16				16	90	65.39
RBMs	5,288	40	5,420	151	16	6	173	742		12		754	6,347	85.57
Operational LAD/LAM/LAS	210,510	2,477	213,853	66,896	575	394	67,904	26,382	543	176	26,111	307,868	69.51	
Ops LAD/LAM/LAS/SUPTS - Adminis	43,986	212	44,289	15,410	159	14	15,598	6,000	22	7	6,029	65,884	67.28	
Ops LAD/LAM/LAS/SUPTS - Quebec	16,316	70	16,639	2,627	44	14	2,685	32			32	19,357	85.89	
Ops LAD/LAM/LAS/SUPTS - Prairie	115,549	1,975	118,179	27,867	247	281	28,195	15,288	481	185	15,944	162,319	72.90	
Ops LAD/LAM/LAS/SUPTS - Pacific	6,268	25	6,293	1,179	4	0	1,184	1,284		14		1,299	8,775	71.78
Ops LAD/LAM/LAS/SUPTS - Western/Redeau	28,383	63	28,474	20,653	120	81	20,254	27,877	4	16	2,807	51,534	55.42	
Field Ops Terminal	67,589	151	68,956	1,040	10	6	1,056	2,947	461	108	3,116	73,107	100.95	
Ops Ind Price Ecol	24,032		24,032									24,032	100.00	100.00
Ops Ind-CEED	17,427	145	17,619	659	10	6	655	2,539	461	108	3,106	21,361	84.59	
Ops Ind-Deliv & Retail	1,352		1,352									1,352	100.00	100.00
Ops Ind-Reg OMR	912		912									912	59.13	59.13
Ops Ind-Transport	23,865	6	25,020	401			401	8			8	25,421	88.35	88.35
Marketing Sales & Services	7,880	1,149	7,880	217			217	183		4	2	198	8,295	85.05
Others	7,880		7,880	217			217	217				8,097	8,097	97.32
Sierra Related Cost Centers	7,880		7,880	217			217	217				8,097	8,097	97.32
RETAIL GM HO												188	188	100.00
MSS RET NETWORK DIR HO												188	188	100.00
Residual - All Other	587		587	36			36	29				29	652	100.00
OPS REG ESTIM & ASSET MGMT GM HO	1		1									1	1	100.00
OPS REG MGT GM HO	1		1									1	1	100.00
OPS REG MGT SVR GM HO	33		33	4			4	4				37	188.26	188.26
OPS MGT STG BUS DEV GM HO	8		8									8	100.00	100.00
OPS MGT STG BUS DEV GM HO	25		25	4			4	4				29	86.25	86.25
OPS PROJ MGT AND INNOVATION GM HO	3		3									3	100.00	100.00
CHIEF INFORMATION OFFICER SVR HO	3		3									3	100.00	100.00
E-CHANNEL DELIVERY GM HO	39		39	14			14	14				52	73.72	73.72
OPS TRN MAIL SVR HO	39		39	10			10	10				49	78.64	78.64
OPS ETP SOLN GM HO												0	0	0
TM MULTICHANNEL SOLUTIONS GM HO												0	0	0
OPS DOC HEALTH AND SAF GM HO												0	0	0
OPS WS AND HFIELD OPS DIR HO												0	0	0
OPS RSMC SAFETY PROD GM HO												0	0	0
OPS DEL SFT DIR HO	2		2									2	100.00	100.00
OPS ENR GM HO	40		40									40	65.31	65.31
OPS PROC INVNT & SUP DIR HO	40		40									21	21	100.00
OPS LEAN SOAL CENTRE DIR HO	470		470	18			18	8			8	496	54.86	54.86
HR VP HO	470		470	18			18	8			8	496	54.86	54.86
EE HRM PER EXL OPS GM HO												8	8	100.00
HRSS HR SHARED SERVICES AND PAY GM HO												8	8	100.00
Not Assigned Cost Center - AHN (s)	3,172	12	9	3,192	86		86	0				3,279	3,279	97.35

Assistance: 1-877-411-8985

YTD_CA

22

Overall Results

Comparison of the last tree years – Appendix “P” Reports

	September Septembre 2007	September Septembre 2008	September Septembre 2009
Full Time Indeterminate / Temps plein indéterminé			
HR			
Regular	19,004,847	18,223,374	17,349,817
Overtime / Heures suppl. @ 1.5	310,774	252,696	138,895
Overtime / Heures suppl. @ 2.0	276,541	221,193	118,655
Total	19,592,162	18,697,263	17,607,368
Part Time Indeterminate / Temps partiel indéterminé			
HR			
Regular	3,966,166	3,830,321	3,763,247
Overtime / Heures suppl. @ 1.5	36,670	35,351	18,740
Overtime / Heures suppl. @ 2.0	23,009	19,553	13,998
Total	4,025,845	3,885,225	3,795,984
Temporary / Temporaire			
HR			
Regular	1,418,714	1,436,331	1,104,676
Overtime / Heures suppl. @ 1.5	14,683	14,097	5,897
Overtime / Heures suppl. @ 2.0	6,605	6,111	2,564
Total	1,440,002	1,456,539	1,113,137
Grand Total			
HR	25,058,010	24,039,027	22,516,489
Full Time / Temps plein Ratio			
%	77.92	77.58	78.09

075 LETTER CARRIER FORMS

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

	Full-Time	Part-Time
Foot routes	9,199	464
Mail mobile	3,229	532
Personnel carriers	39	1
Private vehicles	1,519	31
Meal on route	1,660	N/A
Relief Letter Carrier	2,425	96
Routers	13	24
Centralized Label Application Modules	138	60
Letter Carrier Assistant	502	331
Average Points of Call (POC)	559 per full time route	306 per part time route
Total Points of Call (POC)	9,060,409	
Total Householder Allowance	184,852 minutes	

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.

LETTER CARRIER ROUTE MEASUREMENT SYSTEM

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		
St-Léonard	A	+6	+1	+6	+1	81.40%	75.00%	112.75%	-1	+12
Champlain	A	+1	SQ1	-1	SQ1	89.80%	76.30%	104.49%	SQ0	+8
Saint-Georges	A	SQ18	SQ1	SQ3	+1	92.90%	97.50%	116.11%	-1	+3

Location	Type	FT	PT	MR		MVI			PV	MOR
				FT	PT	S/L	O/S	PCI		
Drummondville	A	-3	+2	-1	+3	81.90%	82.20%	76.63%	SQ0	+7
Vaudreuil-Dorion	A	SQ33	SQ2	-1	+1	92.30%	69.10%	100.08%	SQ0	+10
Waterloo	A	SQ51	-3	-1	-1	95.90%	95.90%	79.10%	-2	-4
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										

HOUSEHOLDER ALLOWANCES

In October and April of every year CPC must update the householder allowance on every route in Canada and Québec. This update must be based on the average number of items delivered in the previous 52-week period. We need to raise this issue at local consultation. We must ensure that all householders are factored into the calculations. I put out a bulletin a few years ago pointing out that in Campbell River, the local had discovered that we were being short paid for householders by an average of 40%. If we are not getting paid properly we are not getting all the evaluated time we are entitled to.

APPENDIX AA

Appendix AA Working Group

Since the last report to the National Executive Board, the Appendix AA Working Committee has worked on the following issues:

1. A62 Letter Carrier Workstation – In the past few meetings, we have resolved differences with Canada Post on five sub-operations, and narrowed the differences in a number of others.
2. Householder Pilot
 - a. Project Report – We continue to work our way through the text of the final report.
 - b. Time standards – We have almost completed the development of time standards for 3-day, 12” by 6” householders using an A32 sorting case; and are looking at what is required for the 5 day products and the A62 sortation case.

3. Modern Post – Delivery Sub-Group. Members of the Appendix AA Working Group have been asked to participate in the Modern Post Delivery Sub-Group. We meet at least weekly with Canada Post on this file – and must do preparatory work before the meetings.

Specifically we are:

- a. Helping to draft and review changes to the LCRMS Manual under Appendix CC – including participating in the Appendix CC Arbitration before Ellis. (Three dates so far in October and November, with more scheduled for December 1, 21, 22 and January 6 and 7). There will likely be changes to Chapters 1, 3, 7, 9 and a new chapter 16. One major point of contention is the amount of mail a motorized letter carrier is required to carry from the vehicle before a satchel is required.
- b. Reviewing the work methods and time standards that CPC is proposing for their Postal Transformation (aka Modern Post) Delivery Model. We will have met with the third party engineer on November 13 to start the mediation process. The size of the bundles is a major issue here (inter-related with changes to the LCRMS), as is including time to roll up the vehicle's window at a MM stop, and the method for handling S4 products in office, before delivery. **The overall issues of the two-bundle method and CPC's proposed methods to handle householders rest with the main table negotiations under Article 29.**
- c. Working, through the Modern Post Delivery Sub-Group and the Modern Post Health and Safety Sub Group, with Jennifer Marshall, the ergonomist CUPW hired to review Canada Post's proposed two-bundle delivery method. Volunteer letter carriers from the Kitchener-Waterloo Local were recruited to participate for a two week period from November 2, 2009 to November 12, 2009.

The ergonomist observed and documented each volunteer letter carrier delivering mail using the current delivery method and CPC's proposed method. The proposed method was simulated by having the volunteer letter carriers tie-out the S/L mail separate from the O/S mail. This allowed for two bundles of mail.

Measurements were obtained three times during the day for ratings of perceived exertion, fatigue, and pain as well as grip strength measurements to capture muscle fatigue. Video was taken during the analysis. A post questionnaire was completed to obtain participants feedback on the proposed method. The union is also considering a feedback session with the letter carrier volunteers and the ergonomist.

The ergonomist is expected to prepare a preliminary report of the findings by December 10, 2009.

NATIONAL WORK MEASUREMENT COMMITTEE

The committee will be meeting on November 28 and 29. Below is a copy of the agenda.

SATURDAY, NOVEMBER 28, 2009

- 9:00 Welcome
- 9:15 Report from the 4th National Vice-President and the National Union Representative
- 9:30 Reports from Members of the NWMC
- 10:30 BREAK
- 10:45 Edit Book
- 11:15 Collation Machines – Vancouver
- 11:45 National Grievances: LCRMS Private vehicles – N00-03-00021,
Sortation and preparation standards – N00-07-00005,
Appendix “V” and “CC” – CPC-08-00003 and 00004,
Householder mail on a compressed delivery schedule – N00-07-00001,
Article 33 – Reading While Walking – N00-07-00006 and CPC-06-00001
- 12:15 LUNCH BREAK
- 13:15 National Grievances (Continued)
- 13:45 Appendix AA
- 14:15 Reports from Members of the NWMC
- 14:55 BREAK
- 15:10 Reports from Members of the NWMC
- 15:25 Householder Split Grievance – R04-07-00003
- 15:50 RSMC Negotiations
- 16:30 Urban Negotiations
- 17:00 ADJOURNMENT

18:30 DINNER AT SAVANA CAFÉ, 431 Gilmour St.

SUNDAY, NOVEMBER 29, 2009

9:00 Reports from Members of the NWMC

9:30 MSC – 17.04 other

10:00 SCALA

10:30 BREAK

10:45 Bar Charts

11:15 Reports from Members of the NWMC

12:15 LUNCH BREAK

13:15 Reports from Members of the NWMC

14:45 BREAK

15:00 LCRMS Manual

16:00 Recommendations

16:30 ADJOURNMENT

MAIL SERVICE COURIER WORKLOAD STRUCTURING SYSTEM

17.04 VIOLATIONS

In some locations, the employer is not covering the parcel portion of some absent full time MSC routes on low volume days. We are aware of this happening in Halifax, Scarborough, Calgary, Regina, Hamilton and Victoria.

What the employer does is have the PDSL software “eliminate” the route and assign the work to the other full time MSCs in the loop. Appendix S, 8.5 allows CPC to do this with the flex part time routes, but not with full time routes. Regardless of the parcel volume, full time routes should be created in PDSL as though all full time employees will be present. The routes of those who are absent should then be offered to available MSCRs for coverage. If a parcel route still remains, then the route may be assigned to any MSCRs who did not select a route for coverage,

and/ or part of the route may be assigned to flex part timers with available time within their scheduled hours. After that, the provisions of clause 17.04 b) apply. Any work on the route done by other full timers would be at premium rates.

Nationally, we are discussing the possibility of a National Policy Grievance on the issue. The issue has been put before Arbitrator McPhillips in a Victoria Local Grievance in the regular arbitration process. Final argument is scheduled for November 15, 2009.

All such violations should be grieved by the locals as a violation of clause 17.04 and Article 51. If a grievance on this issue is coming to arbitration in the regular process, the union advocate should call Brother MacKenzie at the National Office to ensure that he/ she is fully briefed on the nuances of the issue, and that they have the proper case law.

Locals have been asked to supply information to the National Office if this problem is occurring or has occurred in their local.

RURAL AND SUBURBAN MAIL CARRIERS

NEGOTIATIONS

The unions sub committees have been organised and CPC has been informed of who will be on these committees. The parties met on October 23 and presented their demands.

Based on management behaviour so far it would seem that CPC will be dragging out the negotiations process. We believe this is so because of the dates the Union proposed in an October 8 letter CPC decided they were only available on the last day suggested by the Union which was October 23. The Union sent the notice to bargain on October 1. Also the Corporation is not forthcoming with the financial cap information. The Union has been attempting to get estimations since last spring.

We need all the information we can get from the locals. Please take a close look at our program of demands and if you feel a situation in your local would help us achieve a demand, please let us know.

HOURS OF WORK STUDY –APPENDIX H

CPC has put so many restrictions and rules in place in Red Deer that employees have decided not to participate in the joint study. For example, CPC decided to enforce starting times, they threatened to force RSMCs to take helpers if they averaged 40 hours of work over 4 weeks in violation of clause 13.02; they refused to allow RSMC who do not return to the originating office the opportunity to participate, not to mention the pressure being put on employees on the work floor.

The Corporation has now suggested we could do the study in Smiths Falls or Carleton Place. The Union is looking at the possibility of doing the study in those locations.

TECHNOLOGICAL CHANGES – POSTAL TRANSFORMATION

The parties continue to meet in Ottawa every Thursday with regional and local representatives participating by conference call. Judging by management's behaviour at the October 15 meeting and at other meetings, it would seem that CPC is moving into pre-negotiations mode where they refuse to hold any meaningful consultation.

CPC continues to tell us attrition will take care of the job cuts. They continue to harass senior employees from coast to coast in their efforts to increase the rate of attrition. We need to expose the fact that temporary Sisters and Brothers are getting laid off. We need to ensure names of temporary employees who have been let go are provided to all levels of the Union and are discussed at consultation at all levels of the Union. At the October 15 meeting it became clear that as far as CPC is concerned temporary employees are not real workers; they can be disposed of as management pleases. This is unacceptable and must be exposed within the Union, between the parties and with the public, the media and politicians. CPC was put on notice this meeting that, as far as the Union is concerned, temporary employees have rights and deserve respect. When a job is lost by attrition, the job is lost – even if it is a temporary worker that loses the job. It is very important that locals make every effort to make sure that required jobs are created, and that jobs are staffed.

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

October 14:

- Update – Disability Management Process
- Cause of Choice - Update
- Consolidation of Document Imaging Sites (DIS) - IDBs
- Proactive Monitoring and Radio Frequency Identification (RFID)
- AccessHR
- National Retail Training – 2009 New Methodology - CORE
- 41st Federal Election
- Wearing of Seatbelts
- Re-usable shopping bags
- Charter Questions
- Pre-Placement Functional Assessment and Personal Suitability Questionnaire (PSQ)
- Newspaper / Parcel Bag
- Part-time MSC Statutory Holiday Issue
- Passports and Staffing
- Dealership Notice (1)
- LCRMS Chapters
- Percentage of Coverage Formula
- Moncton Restructure
- Automated MVI
- 17.04 “Other Means”
- Edit Book Deployment
- SCALA

October 15:

- Technological Change Notice 29.03b) – Mail Consolidation for Local Areas

November 4:

- Technological Change Notice 29.03b) - Introduction of New Equipment at Bridgewater Post Office
- Decommission Commercial Expedited Parcel™ –USA
- Depot Receiving Phase 1 Follow-Up
- Follow Ups and Others
- Retail Dealership Notice (1)
- Technological Change Notice 29.03b) – Mail Consolidation for Local Areas
- Publications Mail and Addressed Admail Bag Exit
- Remail Return to Sender Program
- Delivery Support Issues
 - SCALA
 - LCRMS Chapters
 - 17.04 Discussion
 - Appendix E Follow Ups

Rural and Suburban Mail Carriers

September 17:

- New Record of Employment Process
- Definition of Postal Installation
- RSMC Voucher / Ad Hoc Voucher
- RSMC Realignment Plan
- Right Hand Drive Vehicle (RHDV) Pilot
- Postal Transformation

October 22:

- RSMC Connection (September)
- Appendix “F”
- Seniority
- Edit Book (RSMC)
- Postal Transformation (RSMC)
- Appendix “A” # 4 (\$1200)
- Definition of Postal Installation
- CUPW Hours of Work Study
- Restructuring of routes and ergonomic assistants

NATIONAL GRIEVANCES

N00-06-R0002 – RSMC training costs – This case was heard on October 27, November 2 and 9. CPC was not prepared to cross-examine Brother Bickerton and wanted to adjourn. We forced CPC to put forth their case and suspend the cross-examination until the next hearing.

N00-06-R0006 – RSMC pension contributions – This case was first heard on October 5 at which the union raised a preliminary matter. CPC refused to give the Union a document prepared by Mercer (CPC’s actuaries), the Corporation’s expert witness had relied on to prepare his report. The arbitrator ordered CPC to give us a copy of the document. After we examined the document, CPC agreed to attempt to settle this case. A meeting was held on October 22. CPC reneged on settlement talks.

The arbitration hearings continued on October 29 and 30 at which time the Union’s witnesses were to testify. They were Brother Bickerton as well as two expert witnesses who are professional actuaries. The Union objected to CPC producing memorandums of agreement that were signed on a “without prejudice” basis and we insisted on putting forth written submissions. This case is scheduled to continue in May 2010.

N00-07-00001 – Householder compressed delivery – This case was heard on November 6. Both parties put forth their case in one day and we are awaiting the arbitrator’s decision.

N00-03-00021 – Private vehicles. Below is the new CPC policy concerning private vehicles.



Labour Relations Bulletin

Bulletin des Relations du travail

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

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

SUBJECT: Application of Clause 32.06
during staffing of assignments
under clause 13.18 in Group 2
Letter Carriers

OBJET : Application de la clause 32.06
pendant la dotation d'affectations
en vertu de la clause 13.18 en ce
qui concerne les facteurs du
groupe 2

Revised: October 23, 2009

Révisé le 23 octobre 2009

This Bulletin supersedes the previous
March 27, 2006 Bulletin regarding the use
of private vehicles.

Le présent bulletin remplace le bulletin
publié le 27 mars 2006 à l'égard de
l'utilisation de véhicules personnels.

As per the decision of Arbitrator Jolliffe
dated July 24, 2009, when a letter carrier
that uses his or her private vehicle on a
special transportation route vacates the
route outside of the restructuring process,
the successful bidder does not have the
option to utilize his or her private vehicle.
Instead, the letter carrier must utilize
whatever special transportation is
designated for that route; the private
vehicle option is no longer available.

Selon la décision rendue par l'arbitre
Jolliffe le 24 juillet 2009, lorsqu'un facteur
qui utilise son véhicule personnel pour un
itinéraire avec un moyen de transport
spécial quitte l'itinéraire sans qu'il n'y ait
eu un processus de réorganisation,
l'employé ayant remporté la mise au choix
de l'itinéraire ne peut pas utiliser son
véhicule personnel. Le facteur doit utiliser
le moyen de transport spécial désigné pour
l'itinéraire et l'option d'utiliser son
véhicule personnel n'est plus disponible.

Once a restructure has taken place, letter
carriers who previously volunteered under
clause 32.06 (e) will then be permitted to
volunteer to utilize their private vehicles if
the route has been so designated at the time
of the restructure.

Après une réorganisation, les facteurs qui
s'étaient portés volontaires conformément à
la clause 32.06 (e) auront la permission de
se porter volontaire pour utiliser leurs
véhicules personnels si l'itinéraire a été
désigné en ce sens au moment de la
réorganisation.

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

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

National Labour Relations
Bureau national des Relations du travail

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

CPC-06-00001 – Mail receptacle time values – This is a technical arbitration under appendix V 1 of the urban collective agreement. The union raised a preliminary matter, on October 9, because we feel the technical arbitrator can not deal with the issue of time values until the union's grievance (N00-07-00006) concerning the unsafe act of reading while walking is decided by arbitrator Swan. The technical arbitrator agreed with the union. This case is adjourned until the union's grievance has been decided by the arbitrator.

CPC-08-00003 – Postal transformation time values – The parties are holding meetings with management in our attempt to arrive at an agreement on interim time values and changes to the LCRMS Manual. Meetings have taken place on September 4, 9, 22, 29, October 8, 13, 20, 22, and 27, 2009 and are scheduled for at least every Tuesday. The parties were unable to agree on a new Chapter 16 of the LCRMS Manual proposed by the Corporation by the deadline set for that Chapter. The Corporation wishes to have an accelerated implementation schedule by using volume count data up to 3 years old, and by estimating the percentage of mail that will be sequenced. Arbitrator Ellis has heard evidence on this issue on October 6 and 29, and the case is continuing. The standards discussions are ongoing. We are a bit behind schedule because the Corporation has been unable to answer many of the Union's questions as to the details of the work method. A clear work method is required before standards can be developed. The parties have agreed that an industrial engineer named Georges Bishop will act as mediator and, if necessary, adjudicator for the development of interim standards. Mr. Bishop will make his first visit to Ottawa on November 13, 2009

CPC-08-00004 – Postal transformation LCRMS manual changes – The parties are unable to agree on the new chapter 16 of the LCRMS manual. This new chapter will elaborate on how postal transformation and route sequencing will be implemented during route restructure exercises. We have held arbitration hearings on October 5, as well as November 3 and 10.

PENSIONS

PENSION ADVISORY COUNCIL

PAC Members' Education

On October 21 the PAC members participated in a presentation concerning the Business Update.

Agenda

Below is a copy of the agenda.

AGENDA

TWENTY-FIRST MEETING OF THE

PENSION ADVISORY COUNCIL

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

THURSDAY, OCTOBER 22, 2009
9:00 a.m.

CANADA POST PLACE
HEAD OFFICE, 2701 RIVERSIDE DRIVE, OTTAWA
NATIONAL CONTROL CENTER ROOM (1ST FLOOR) NORTH BUILDING N0140L

	<u>TIME</u>	<u>TAB</u>
<u>GENERAL</u>		
1. Call to order / Chairperson's remarks	9:00 (5)	
2. Minutes of previous meeting (May 14, 2009)	9:05 (5)	1
3. Business arising from previous meeting <ul style="list-style-type: none"> • LWOP issue 	9:10 (15)	
<u>INFORMATION</u>		
4. Pension Plan Communications	9:25 (10)	2
5. Pension Advisory Council Education Program	9:35 (10)	3
6. Canada Post Pre-Retirement Seminars <ul style="list-style-type: none"> • Retirement Planning Institute presentation – Léon Touchette & Robert Thérioux (20 min) 	9:45 (40)	4
BREAK	10:25 (15)	
7. Pension Investment Reports <ul style="list-style-type: none"> • Investment Division Report • Investment Performance Summary • Report on Equity Holdings • ABCP Update 	10:40 (30)	5
8. Responsible Investment Update	11:10 (20)	6
9. 2008 CEM Benchmarking Inc. Results <ul style="list-style-type: none"> • Investment Benchmarking Results • Pension Administration Benchmarking Results 	11:30 (30)	7
LUNCH	12:00 (60)	

	<u>TIME</u>	<u>TAB</u>
10. Pension Services Reports	1:00	8
• Monthly Performance Report for Pensioners	(20)	
• Pension Centre Monthly Performance Report		
• Letter Revision Initiative Update		
11. Pension Services and Pension Investments Operating Expenses 2009 Q2 (June) Forecast	1:20	9
• Guidelines on charging expenses to the Canada Post Corporation Pension Funds	(15)	
12. Pension Advisory Council Terms of Reference	1:35	10
	(10)	
13. 2010 Pension Advisory Council Schedule of Meetings	1:45	11
	(10)	
<u>OTHER BUSINESS</u>	1:55	
	(10)	
<u>ADJOURNMENT</u>	2:05	
<u>NEXT MEETING</u>		
February 11, 2010 (TBC) or at the call of the Chairperson		

Ethical Investments

Representatives of the bargaining units presented the following documents to members of the PAC:

- Norway's Fund Drops Israel's Elbit Systems
- Caterpillar Under Fire for Human Rights Abuses for Sixth Year in A Row
- Norway's Pension Fund Takes Lead in Mercer Project to Measure Impact of Climate Change on Markets: Large Institutional Investors Invited to Join
- Most Canadian Mutual Funds Back Management: The Canadian Proxy Voting Record

The unions always raise concerns about ethical investments but CPC claims they must maximize investments no matter what the cost.

[Copies](#) of these documents are on the CD and on the I drive.

Also pension laws have been modified in Canada and Québec. Employers will be able to account for liabilities in the same way it is now done internationally. We have requested a full explanation of the modifications to the law as well as its estimated impact.

Minutes – May 14 2009

The minutes of the meeting are enclosed on the CD. The following topics were covered.

- Minutes of the Previous Meeting (February 5, 2009)
- Business Arising From The Previous Meeting
 - Press Release
 - Leave Without Pay (LWP)

- Securities Lending Update
- Quarterly Financial Performance Of The Corporation
- Other
- Information
 - Pension Plan Communications
- Pension Advisory Council Education Program
- Canada Post-Pre-Retirement Seminars
- Registered Pension Plan Going-Concern Status
- Responsible Investment
- Pension Investment Reports
 - Investment Division Report
 - Investment Performance Summary
 - Report on Equity Holdings
- Pension Service Reports
 - Quarterly Performance Report for Pensioners
 - Pension Centre - Monthly Performance Report
 - Letter Revision Initiative - Pension Services
- Pension Services and Pension Investment Operating Expenses
- Other Business
 - Asset Backed Commercial Paper (ABCP) Update

Pension Plan Communication

[Enclosed](#) is a copy of the document we received. The pension plan website is www.cpcpension.com.

The upcoming planned communication is listed below:

- Pension Plan News – November 2009
- In Touch – November 2009
- Q3 Results – November 2009

Pre Retirement Seminars

The document given to the PAC members is [enclosed](#). Pages 8 and 9 of the document containing information about the number of participants is reproduced below.

Union	Q1	Q2	Q3	Q4	TOTAL
APOC	3	47			50
CUPW	31	586			617
MGT/XMT	0	58			58
PSAC	1	52			53
RSMC	0	9			9
CPAA	0	65			65
TOTAL	35	817			582

Total Number of Sessions	42
Total Employees	817
Total Partners/Spouses	352
Total Attendees	1,169

Pension Investment Reports – Investment Division Report

These confidential documents are enclosed for NEB members only.

Investment Performance Summary June 2009

This confidential document is enclosed for NEB members only.

Equities in Alphabetical Order

This confidential list is enclosed for NEB members only. I will add that our pension plan is invested in corporations such as Caterpillar, Coca Cola, UPS, Fed Ex, and Walmart to name a few.

Responsible Investment Updates

The summary of the investment managers' response is reproduced below.

Introduction

At the May 14, 2009 Pension Advisory Council meeting the Chair committed to canvassing all twelve Pension Plan's Investment Managers to explore how they incorporate environmental, social and governance (ESG) issues into their investment decision-making process. A request for information was sent to each manager regarding how they implement ESG factors and responses from all twelve were received. With the exception of four quantitative managers, each manager does in fact consider ESG factors to varying degrees.

Fundamental Research Managers

A number of Plan investment managers conduct bottom-up fundamental research. Part of this process includes analyzing ESG issues particularly when they are material to a specific company or industry. The firms that fall into this category are:

- Aurion
- Acuity
- Jarislowsky Fraser
- Letko Brosseau
- Guardian Capital
- Goldman Sachs
- Alliance Bernstein
- Pictet

These investment managers ask for disclosure on environmental reports or audits that can affect a company's business performance. In certain industries that typically have exposure to environmental risks, an ESG analysis is implemented into their decision-making. For example, a company with operations in a certain geographic jurisdiction may increase the company's risk aversion – due to the current legal regime or human rights environment. This potential stock investment would be red flagged as a potential concern.

These investment managers also encourage discussions with company managements about risk factors that they consider to have a material impact on the sustainability of long term returns. When relevant, these risk factors include ESG issues. They also believe that companies with significant environmental risks, negative social impact or poor governance typically make bad investments.

The majority of investment managers indicated that when evaluating a company in addition to financial factors these investment managers also consider the industry in which these companies operate, clearly some industries have greater exposure to environmental, climate related or social issues and their fundamental analysis

incorporates an assessment of these perceived risks. Any concerns regarding ESG related issues would influence their decision to invest.

One investment manager, in particular, indicated that one of their stock holdings is a leading voice in the U.S. for national regulations to limit greenhouse gas emissions and has identified clean technologies as a key to their future growth. Letko Brosseau, Acuity and Pictet tend to be the front runners within our group of investment managers. In summary, these eight investment managers take ESG factors into consideration when they believe they are material to a company's investment performance.

Quantitative Managers

The Plan has four quantitative investment managers that attempt to take advantage of small mis-pricings as determined by their models or "factors". These firms generally do not consider ESG factors when making investment decisions. They are:

- Highstreet
- Aronson & Johnson & Ortiz
- Acadian
- Batterymarch

Given their quantitative approach, these investment managers have no way of quantitatively evaluating ESG factors, nor any means of evaluating whether such factors have led to any mispricings. Therefore, ESG factors play no role in their investment decision-making process.

Conclusion

As expected our quantitatively oriented investment managers generally do not incorporate ESG issues into their investment decision-making process. However, it was also not a surprise that investment managers which incorporate fundamental research do take ESG issues into consideration when they believe they are material to a company's investment performance. Each investment manager's response is attached in the Appendix.

Also enclosed are the actual manager’s responses which are confidential information for NEB members only.

2008 CEM Benchmarking Inc. Results

This confidential document is enclosed for NEB members only.

RBC Monthly Performance Report for Pensioners


The report is [enclosed](#).

PAC Terms of Reference

The annual review of the terms of reference document is [enclosed](#).

Proposed 2010 PAC Schedule

The proposed schedule is reproduced below.

Proposed 2010 PAC Schedule	
	
Meeting Dates	Standard Agenda Items
<p>Thursday February 11 (Training: Wednesday February 10)</p>	<ul style="list-style-type: none"> - Performance Reports - SIPP updates - Draft Pension Plan Annual Report content - Pension Plan Communications and news article - Education to PAC members - Canada Post Pre-Retirement Seminars
<p>Thursday May 13 (Training: Wednesday May 12)</p>	<ul style="list-style-type: none"> - Performance Reports - Personalized Pension Statements - Pension Plan Communications and news article - Education to PAC members - Canada Post Pre-Retirement Seminars - Actuarial Valuation presentation
<p>Thursday October 21 (Training: Wednesday October 20)</p>	<ul style="list-style-type: none"> - 2011 PAC Schedule of Meetings - Performance Reports - Review of the PAC Terms of reference - Pension Plan Communications and news article - Education to PAC members - Canada Post Pre-Retirement Seminars - CEM Benchmarking Inc. Results
<p>Pension Advisory Council – October 22, 2009</p>	

SEMINAIRE INTERNATIONAL SUR LA GESTION DU CAPITAL DES TRAVAILLEURS ET TRAVAILLEUSES – FTQ (INTERNATIONAL SEMINAR ON MANAGING WORKERS’ CAPITAL - FTQ)

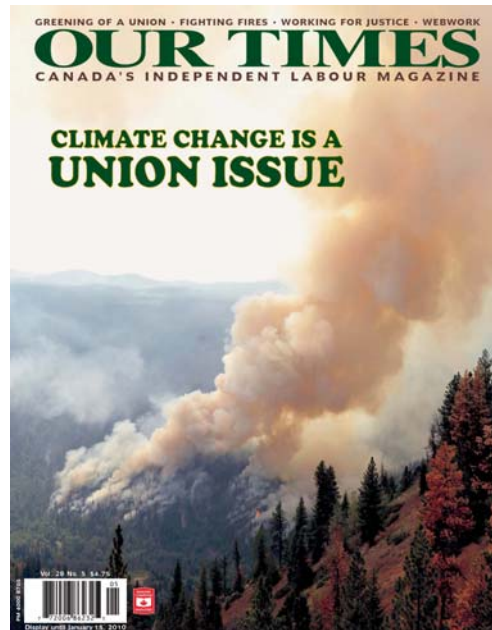
This seminar was held on September 28 in Montreal. The report is enclosed on CD and below are the presentations that took place:

- Pension funds and Privatization of public services, by David Boys – Public Services International (PSI)
 - Response to guest speaker and questions – Michel Lizée, CUPE and *Service aux collectivités*, UQAM
- Recent pension plan reforms in France, by Jean-Pierre Poulet, *Confédération française démocratique du travail* (CFDT)
 - Response to guest speaker and questions – Joel Harden, Canadian Labour Congress
- Role of the Trade Union Advisory Committee (TUAC) to the OECD in matters of governance (business and pension plans), by Pierre Habbard, TUAC
 - Response to guest speaker and questions – Michel Nadeau, Institute for Governance of Private and Public Organizations
- Pension Plan and Organizing Campaigns, by Steve Abrecht, Service Employees International Union (SEIU)
 - Response to guest speaker and questions – Raymond Larcher, Union des employés de service – Local 800
- Panel – International pension fund solidarity in Quebec, by Marie-Josée Naud and Denise Gagnon, FTQ

ENVIRONMENT

OUR TIMES MAGAZINE

Below you will find a copy of the front page of the September “Our Times” magazine which features an article on the course material concerning climate change that CUPW helped to develop by Sister Jackie Larkin, staff and members of Ontario Public Service Employees Union, Public Service Alliance of Canada, Canadian Union of Public Employees, United Steelworkers, BC Government and Service Employees Union, BC Federation of Labour and the Canadian Labour Congress (CLC). The copy of the article is [enclosed](#).



CANADIAN LABOUR CONGRESS HEALTH SAFETY AND ENVIRONMENT COMMITTEES

The agenda for the November 10 and 11 meeting is reproduced below. The minutes from this meeting will be included in future NEB reports as soon as they become available.

Health Safety

- Regulatory Review
 - Part X – Hazardous Materials
 - Part XII – Safety Materials, Devices and Clothing
- Canada Labour Code Part XX – New Violence Regulations
 - What is being done?
- Canada Labour Code Sec. 125(1)(t) and (u) – New Ergonomics Regulations
 - Are they working? Being followed?
- H1N1

- Day of Mourning 2010
- Workers Compensation Sub-Committee
- **Speaker:** Paul Glover, Assistant Deputy Minister, Healthy Environments and Consumer Safety Branch, 11:30am – 12:30pm
 - clarification re: cuts to WHMIS office, repercussions for implementation of GHS
- GHS in the United States
- Health and Safety Website
- CSA Ergonomics standard
- CSA Risk Management standard
- CSA Nanotechnology standard

Health Safety and Environment

- Canadian Partnership Against Cancer (CPAC) lack of support for environmental and occupational issues
- Stockholm Convention on Persistent Organic Pollutants, 9 new chemicals and inadequate control measures
- Health, Safety and Environment Conference
- Draft Health, Safety and Environment Work Plan 2010

Environment

- Kyoto Plus
- COP 15
 - accreditation
 - accommodations
 - CLC policy
- Green Economy Alliance
- Bill C-311, Climate Change Accountability Act Update
- Prison Farm Campaign, “Save Our Farms”
- Leakage Paper
- Green, Decent and Public Paper

CLC GREEN ECONOMY ALLIANCE

A meeting took place at the CLC head office on September 30, 2009. Unfortunately CUPW was not invited to this important meeting. The meeting was called to discuss a paper entitled “Taking the Triple E (economy, environment, energy) Challenge in Canada”. The draft paper was prepared by Tony Clark of the Polaris Institute. The table of contents is copied below.

- Introduction
- Green Union Initiatives

- The Triple 'E' Crisis
- Greening the Economy
- Clean Energy Challenge
- Mega Juggernauts
- Green Economy Alliance

The agenda, working paper and roundtable discussion paper including a list of participants which included representatives from CAW, CUPE, NUPGE, CEP, PSAC, and the Toronto District Labour Council as well as the Canadian Youth Climate Coalition, Climate Action Network, Environment Defence, Greenpeace, Green Budget Coalition, Pembina Institute, and the Sierra Club of Canada is [enclosed](#).

A follow up meeting is scheduled for November 13 which I plan on attending.

LABOUR MOVEMENT

PSAC MUSEUM WORKERS ON STRIKE

We have been supporting the PSAC members on the picket lines in Ottawa and Gatineau.

SAY BYE TO BUY LOCAL

Maude Barlow of the Council of Canadians began a Canada wide tour in Ottawa on October 13. She is warning us about the undemocratic, anti-worker, anti-environment agenda big corporations have in store for us by attempting to introduce trade agreements between provinces in Canada. This has already begun. It is a race to the bottom. Corporations want the right to sue governments whose labour and or environment laws are better in one province versus another. It is a race to the bottom. Like international free trade agreements, these made in Canada agreements must be stopped. Of course the media is not reporting on these undemocratic initiatives. Another of the main objectives is to deregulate and privatize everything that will make profits for the private sector.

Sister Barlow was great and pointed out that we have been successful in bringing the WTO to its knees; we've stopped free trade agreements in Latin America, the Multilateral Agreement on Investments, the Security and Prosperity Agreement as well.

She pointed out that we can not continue to cut forests and make junk we don't need. **WE NEED TO PROTECT OUR PUBLIC SYSTEMS AS WE HAVE THE RIGHT TO LOCAL DEMOCRACIES.**

Below is a copy of the Stand up for Fair Trade pledge that is found in the document being distributed during the Canada wide tour.

Stand up for Fair Trade!

Get Your Representatives to Make the Fair Trade and Progressive Procurement Pledge

It's time Ontarians knew they could count on their elected representatives, locally, provincially and federally, to stand up for fair trade and local democracy – both of which are threatened by current emerging internal and international trade agreements.

Take the following pledge to your local councillor, school board trustee, Member of Provincial Parliament or Federal Member of Parliament and ask them to sign it. Let us know when they do so we can highlight it on our website and show Canadians where their politicians stand on trade!

Trade Pledge

Trade and economic policy is only useful to the extent that it keeps people working and enriches communities in an environmentally and socially sustainable way.

Traditional “free” trade agreements have prioritized stable investment regimes for multinational corporations, but often at the expense of jobs, public services and the environment.

These trade and investment agreements, including recent interprovincial agreements in Canada, have been developed and negotiated with little, if any, public input.

As an elected representative of my community, I commit to:

- Promote a fair and balanced approach to trade and economic policy.
- Pursue strong environmental, public health, job creation and other local development policies without fear they may contravene existing or future trade and investment agreements.
- Vigorously debate and, if necessary challenge, the negotiation or approval of new trade agreements that threaten democratic governance.
- Renegotiate, where necessary, any interprovincial or international trade and investment agreement that is found to put unreasonable and socially damaging restraints on the exercise of local, provincial or federal democracy.
- Oppose the expansion of NAFTA, or the ratification of new trade agreement with the European Union, that would bind subnational governments to NAFTA-like restrictions on procurement, environmental, and economic development strategies and policies.

Signed: _____ Date: _____

Brother Syd Ryan who was supposed to do a presentation was not available. There were also presentations from CUPE on buying local food (www.justfood.ca).

The document is [enclosed](#). The main topics covered in the “Say bye to buy local” document are reproduced below, under each topic there is a “What you can do” section.

- Background
- The Trade Deals
- The Canada-European Union Comprehensive Economic and Trade Agreement
- Harper's Buy American proposal to President Obama
- NAFTA's Chapter 11 investor-state dispute process
- Ways Forward
- The U.S. Trade Reform, Accountability, Development and Employment Act of 2009
- How communities are doing it better

During this meeting Sister Pierrette Morin and I distributed the following material: the “Oppose Bill C-44” letter, the “Hey Harper – Hands off my post office” leaflet, the “Climate Change Food hangs in the Balance” leaflet, the CUPW submission to the CPC Strategic Review executive summary, and a report on the 3rd National Food Security Assembly, 2005.

For more information please go to www.canadians.org (1-800-387-7177) or www.cupe.on.ca (1-416-299-9739).

The next meeting dates and locations are listed below.

Kingston – November 17

7-9 p.m. Days Inn Hotel 33 Benson St., Kingston, ON K7K 5W2

London – November 18

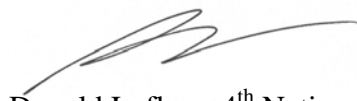
7-9 p.m. Aeolian Hall 795 Dundas St. East London, ON N5W 2Z6

Hamilton – November 19

7-9 p.m. East Hamilton Royal Canadian Legion (Branch 58) 1180 Barton St. East, Hamilton

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

Solidarity,



Donald Lafleur, 4th National Vice-President

DL/gp cope 225