

January 21, 2010

## CUPW HAS APPLIED FOR A REVIEW OF THE BARGAINING UNITS

CUPW has applied to the Canada Industrial Relations Board (CIRB) for a review of the bargaining units.

### Why is CUPW asking for a review of the bargaining units?

CUPW wants to strengthen the bargaining power of all postal workers. Currently each bargaining unit is negotiating separately with Canada Post. This allows Canada Post to push their agenda of cutbacks and rollbacks one bargaining unit at a time. It also makes it very difficult for all postal unions to have a united response to protecting and improving our wages, benefits, and working conditions. In these economic times, a strong and unified response benefits all postal workers.

The last review of the bargaining units at Canada Post occurred in the late 1980's. Since then, many things have changed, such as:

- ➔ RSMCs are now employees of Canada Post. When the review took place, they were contractors.
- ➔ Canada Post introduced its Modern Post. This will affect everyone, so we need to be one bargaining unit to ensure all post office workers benefit from automation.

Other reasons for a review include:

- ➔ We are all doing the same work. We should all be in the same bargaining unit.
- ➔ In terms of protecting our health and safety, it makes sense for us to work together.

### What is a review of the bargaining units?

CUPW is asking the CIRB to amalgamate three different Canada Post bargaining units into one single bargaining unit. The three bargaining units are:

- ➔ Urban Operations bargaining unit representing clerks, letter carriers, mailhandlers, MSCs, tech services workers, ELs, and dispatchers. CUPW is certified to represent this bargaining unit.
- ➔ Rural Operations bargaining unit, representing rural and suburban mail carriers. CUPW is certified to represent this bargaining unit.
- ➔ Postmasters and clerks in smaller rural post offices. The Canadian Postmasters and Assistants Association is certified to represent this bargaining unit.

This request is made under the provisions of the *Canada Labour Code*.

### How long will a review of the bargaining units take?

It could take several months.

After the CIRB receives our request to review the bargaining units, they will have to determine if they will agree to a review of the bargaining units at Canada Post. The CIRB will study and analyze all the information we present.

If the CIRB agrees to review the bargaining units, then there will be a process to determine the composition of the bargaining units.

CUPW is hoping that this will be a short but successful review.

### How would a review of the bargaining units affect CUPW members?

If the bargaining units are merged, the result is there would be one set of collective bargaining for all post office workers.

.../2



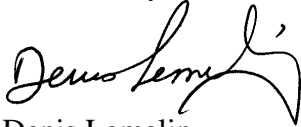
When the Letter Carriers Union of Canada, the Union of Postal Communications Employees (representing tech services) and CUPW bargaining units were merged in 1989, the result was that in the 1991 round of bargaining, three different collective agreements became one single collective agreement. In some instances, there was different collective agreement language for each group, but there was only one collective agreement.

**What can I do to support the review of the bargaining units?**

The best way to support the review of the bargaining units is to support CUPW, and to stand up for our union Sisters and Brothers. Currently, the RSMCs are working to settle the final re-opener of their collective agreement. The Canadian Postmasters and Assistants Association are currently in the last stages of bargaining for a new collective agreement with Canada Post.

If we express our Solidarity, we are all stronger.

In Solidarity,



Denis Lemelin  
National President

2008-2011 / Bulletin n° 236  
/rgcope225

