



**REPORT OF THE 4<sup>TH</sup> NATIONAL VICE-PRESIDENT  
AND STAFFING DEPARTMENT**

**PRESENTED TO  
THE NATIONAL EXECUTIVE BOARD**

**APRIL 2010**



## TABLE OF CONTENTS

<b>STAFFING .....</b>	<b>4</b>
STAFFING INFORMATION ON THE “I” DRIVE.....	4
GROUP 1 STAFFING .....	4
APPENDIX “P” – RATIO REPORT .....	5
REGIONAL GRIEVANCE OFFICERS MEETING .....	8
<b>LETTER CARRIER ROUTE MEASUREMENT SYSTEM.....</b>	<b>9</b>
RESTRUCTURE REPORTS .....	9
MOBILIZING DURING RESTRUCTURES.....	9
TRANSPORTATION TIME – LCRMS CHAPTER 7 .....	10
DOOR-TO-DOOR MAIL DELIVERY.....	11
APPENDIX AA.....	12
<b>MAIL SERVICE COURIER WORK STRUCTURING SYSTEM.....</b>	<b>12</b>
SLB SAMPLING.....	12
MSCs AND 17.04.....	12
<b>RURAL AND SUBURBAN MAIL CARRIERS .....</b>	<b>12</b>
NEGOTIATIONS.....	12
<b>MODERN POST .....</b>	<b>13</b>
PARCELS .....	13
APPENDIX V AND CC.....	14
LCRMS MANUAL AND STANDARDS.....	14
HOUSEHOLDERS.....	14
ROUTE RESTRUCTURES.....	14
<b>CONSULTATION .....</b>	<b>15</b>
CONSULTATION INFORMATION ON THE “I” DRIVE .....	15
NATIONAL CONSULTATION ISSUES .....	15
Urban – March 31, 2010 .....	15
Urban – April 21, 2010.....	16
<b>EDUCATION .....</b>	<b>16</b>
CLIMATE CHANGE .....	16
<b>NATIONAL GRIEVANCES .....</b>	<b>16</b>
URBAN COLLECTIVE AGREEMENT .....	16
N00-07-00010.....	16
N00-07-00006.....	17
<b>LABOUR MOVEMENT.....</b>	<b>17</b>
INJURED WORKER’S DAY – WORKERS COMPENSATION REFORM .....	17
<b>INTERNATIONAL SOLIDARITY.....</b>	<b>18</b>



THE LEFT FORUM .....	18
BELGIQUE – CENTRALE GÉNÉRALE DES SERVICES PUBLIQUES .....	18
<b>PENSIONS.....</b>	<b>19</b>
PENSION ADVISORY COUNCIL.....	19
<b>ENVIRONMENT.....</b>	<b>19</b>
CLC ENVIRONMENT COMMITTEE .....	19
EARTH DAY – APRIL 22 .....	22
GURN/ITUC WORKSHOP ON CLIMATE CHANGE, EMPLOYMENT AND LABOUR MARKETS	22
Work in a Warming World: The dilemma of Climate Change for Labour .....	22
Agenda and Workshops .....	23
Other Documents from Workshop.....	25
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA (CEP) .....	26
GREEN ECONOMY NETWORK .....	26
COCHABAMBA CLIMATE CHANGE CONFERENCE .....	26
Council of Canadians .....	26
Conference Call .....	27
WINDSOR WORKERS ACTION CENTRE FORUM.....	27
GLOBAL LABOR STRATEGIES.....	27



## STAFFING

### STAFFING INFORMATION ON THE “T” DRIVE

All staffing information is posted on the “T” drive of the computer system. 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.

### GROUP 1 STAFFING

As can be seen by the following charts, the hours paid to Group 1 members is continuing to decline, mostly as a result of low mail volumes. The following figures compare the last 3 years. Paid hours declined in all categories, but the most dramatic drops were of hours paid to temporary employees, and to regular employees as overtime.

Hours also dropped in Groups 2, 3, and 4, but a bit less dramatically. As of June last year, the full time Group 2 hours for the first 6 months of 2009 were higher than for 2008, probably due to bar chart relief, and perhaps some forced overtime. However, that trend dropped significantly in the second half of 2009. This was due to a loss of routes in restructures, mostly due to lower mail volumes.

PAID HOURS – YEAR END COMPARISON BETWEEN GROUPS				
GROUP	2007	2008	2009	Difference 08 v. 09
Group 1 FT	26,435,238	25,261,616	23,261,927.00	-1,999,689
Group 1 PT	5,477,180	5,332,808	5,121,421.00	-211,387
Group 1 Temp	2,146,640	2,116,254	1,609,096.00	-507,158
<b>TOTAL Group 1</b>	<b>34,059,058</b>	<b>32,710,678</b>	<b>29,992,444.00</b>	<b>-2,718,234</b>
Group 2 FT	44,011,772	44,042,755.00	43,672,594.92	-370,160
Group 2 PT	3,283,693	3,045,087.00	2,820,115.00	-224,972
Group 2 Temp	4,739,358	4,929,647.00	3,605,497.00	-1,324,150
<b>TOTAL Group 2</b>	<b>52,034,823</b>	<b>52,017,489.00</b>	<b>50,098,206.92</b>	<b>-1,919,282</b>
Group 3 & 4 FT	1,539,821.82	1,520,907.00	1,508,318.75	-12,588
Group 3 & 4 PT	0	0	0.00	0
Group 3 & 4 Temp	10,684	6,120	12,255	6,135
<b>TOTAL Group 3 &amp; 4</b>	<b>1,550,505.82</b>	<b>1,527,027.00</b>	<b>1,520,573.75</b>	<b>-6,453</b>

APPENDIX “P” – RATIO REPORT

Reproduced on the following 3 pages is a copy of the Appendix P February 2010 fiscal year report.



Assistance

9516 CUPW Group 1 - Full time to total hours ratio  
 9516 STP Groupe 1 - Proportion d'heures à temps plein / heures totales  
 Fiscal Year and Posting Period / Exercice comptable et période comptable: 2010/2

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	PTD / PA	YTD / CA
Regular Paid Hours /		
Heures régulières payées		
Full Time Regular Paid Hrs (A) (HR) / Heures rémunérées – réguliers plein temps (A) (H)	1,668,353	3,419,509
Part Time Regular Paid Hrs (B) (HR) / Heures rémunérées – réguliers temps partiel (B) (H)	385,816	801,164
Total Regular Paid Hrs (C=A+B) (HR) / Rémunération totale des employés réguliers (C=A+B) (H)	2,054,169	4,220,673
Temp/Reg Regular Paid Hrs (D) (HR) / Heures rémunérées – réguliers nommés pour une période déterminée/temporaires (D) (H)	94,491	223,586
Grand Total Regular Paid Hrs (C+D) (HR) / Rémunération totale globale – employés réguliers (C+D) (H)	2,148,659	4,444,259
Casual Sick (HR) / Congé de maladie occasionnel (H)	31,616	67,684
Certified Sick (HR) / Congé de maladie avec certificat (H)	74,000	151,872
Injury on Duty / Accident du travail	20,664	37,315
Special Leave (HR) / Congés spécial (H)	3,758	7,940
Early Departure (HR) / Départ avant l'heure (H)	75	147
LWOP - Sick (HR) / Congé non payé – maladie (H)	8,827	18,425
LWOP - Other (HR) / Congé non payé – autre (H)	34,517	65,782
LOA > 30 Days / Congé de plus de 30 jours	159,364	321,461
Total Absenteeism (E) (HR) / Absentéisme global (E) (H)	392,822	670,626
Adjustment Rate (F=E/C) / Taux de rajustement (F=E/C)	0.1620	0.1589
Adjustment Rate % / Taux de rajustement %	16.20	15.89
Alpha (Adjustment Rate - 0.0857) / Alpha (Taux de rajustement - 0.0857)	0.0763	0.0732
Full Time Adjusted Ratio % / Taux rajusté – plein temps	83.76	82.69

Assistance: 1-877-411-9595

A / (Grand Total - (Alpha C))



Assistance

9515 CUPW Group 1 Paid Hours / Heures payées - STTP groupe 1  
 Fiscal Year and Posting Period / Exercice comptable et période comptable: 2010/2  
 Full-time Ratio with adjustment factor / Proportion du temps plein avec facteur d'ajustement: 82.69%  
 Fiscal year to date / Exercice comptable à jour

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	Time Indeterminate / Temps plein indéterminé			Temporary / Temporaire			Grand Temps plein							
	Regular	@ 1.5	@ 2.0	Regular	@ 1.5	@ 2.0	Total	Ratio						
<b>Overall Result</b>	<b>3,419,509</b>	<b>24,659</b>	<b>13,332</b>	<b>3,457,500</b>	<b>801,164</b>	<b>4,221</b>	<b>2,253</b>	<b>807,638</b>	<b>223,586</b>	<b>1,101</b>	<b>418</b>	<b>225,104</b>	<b>4,490,243</b>	<b>76.94</b>
Canada Post Allocation Hierarchy	3,419,401	24,659	13,332	3,457,392	801,160	4,221	2,253	807,634	223,582	1,101	418	225,100	4,490,127	76.94
Field Operations	3,417,692	24,659	13,332	3,455,683	801,160	4,221	2,253	807,634	223,575	1,101	418	225,093	4,488,410	76.93
MAJOR PLANTS	2,190,944	12,799	9,966	2,213,709	465,969	1,878	1,574	469,421	112,520	350	191	113,060	2,796,190	79.11
Major Plants Mail Processing	2,140,926	11,832	9,222	2,161,980	436,260	1,569	1,103	438,932	102,387	328	117	102,832	2,703,745	79.90
Major Plant-ATL	111,228	348	726	112,301	28,307	117	113	28,538	7,881	9	21	7,910	148,749	75.45
Major Plants-Atlantic-St. John's	20,992	125	183	21,300	6,229	21	9	6,258	1,091	1		1,092	28,651	74.14
Major Plants-Atlantic-Saint John	19,154	57	125	19,337	3,073	0	3	3,076	1,642			1,642	24,054	80.25
Major Plants-Moncton	25,205	28	247	25,481	5,750	11	13	5,774	2,813	8	21	2,862	61,976	74.64
Major Plants-Halifax MPP	45,877	137	170	46,184	13,256	85	89	13,430	2,334	8	21	2,362	61,976	74.64
Major Plant-QUE	426,991	979	719	428,689	93,297	85	100	93,482	24,808	48	21	24,877	547,047	78.33
Major Plants-Quebec-Quebec	250,475	651	344	251,470	48,776	46	68	48,891	11,627	35	21	11,627	311,988	80.57
Major Plants-Quebec-St. Laurent LPP	149,535	324	375	150,235	39,177	22	29	39,227	10,142	19	5	10,197	199,659	75.20
Major Plant-HUR RID	369,295	4,358	3,256	376,909	69,190	412	227	69,829	11,029	19	5	11,053	457,791	82.15
Major Plants-Hur/Rid-Hamilton	127,241	633	906	128,780	28,270	9	2	28,280	4,472			4,472	161,533	79.53
Major Plants-Hur/Rid-Kitchener	97,798	1,682	694	100,174	16,945	316	147	17,408	1,988	8	5	1,988	119,570	83.78
Major Plants-Hur/Rid-Thunder Bay	42,887	541	365	43,793	4,225	25	9	4,259	873			873	48,924	89.38
Major Plants-Hur/Rid-Windsor	56,463	1,286	1,003	58,752	10,997	52	23	11,072	1,480	8	5	1,492	37,099	84.23
Major Plant-GTA	31,190	43	8	31,241	5,094	6	20	5,120	747	12	(8)	1,491	72,778	82.00
Major Plants-Toronto Gateway	13,716	174	174	14,169	3,658	5	27	3,690	5,911	0	0	5,911	777,579	80.16
Major Plants-Toronto South Central	292,441	376	1,481	294,298	66,479	245	516	134,348	5,911	0	0	5,911	367,448	80.16
Major Plant-PRA	342,921	31	71	343,023	67,108			67,108	27,047	192	30	27,268	445,442	77.19
Major Plants-Prairie-Winnipeg	339,995	2,814	1,466	344,275	73,423	415	61	73,899	10,884	108	5	10,996	114,142	76.52
Major Plants-Prairie-Regina	85,961	1,142	290	87,393	15,485	252	6	15,753	2,565	10		2,575	38,251	72.79
Major Plants-Prairie-Saskatoon	27,945	426	70	27,945	7,698	29	5	7,731	2,565	10		2,565	28,916	75.17
Major Plants-Prairie-Edmonton	21,659	46	53	21,758	6,264	5	0	6,269	889			889	28,916	75.17
Major Plants-Prairie-Calgary	103,923	531	492	104,946	23,284	94	45	23,402	7,013	27	14	7,053	135,401	79.28
Major Plant-PAC	101,003	670	562	102,234	20,702	36	6	20,744	5,696	41	12	5,755	128,733	79.28
Major Plants-Pacific-Vancouver LPP	258,055	2,927	1,504	262,486	38,457	295	86	38,837	25,712	61	4	25,814	321,137	80.09
Major Plants-Pacific-Vancouver LPP	79,567	231	471	80,268	8,935	56	56	8,991	2,726	32	32	2,758	87,217	87.22
Major Plants-Pacific-Victoria	152,611	2,291	956	155,858	23,784	206	30	23,990	17,445	4	9	17,449	197,296	78.73
Major Plant PDSTL	25,877	406	78	26,360	5,738	89	30	5,856	5,542	57	9	5,607	37,824	69.64
Major Plant PDSTL	42,616	961	743	44,320	27,914	309	471	28,694	9,868	18	74	9,960	82,974	53.01

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Cost Center - AHN	Time Indeterminate / Temps plein indéterminé			Temporaire / Temporaire			Grand Total	F/M/TH/PT/9:30 AM	Ratio
	Regular	@ 1.5	@ 2.0	Regular	@ 1.5	@ 2.0			
Plant Maintenance (PM)	17			17			17		
Plant-Other	7,057	6	1	7,057	335	1,794	1,794	19	92.49
PO&R	328			328			328	8,850	79.73
C&D Facilities	637,661	7,044	2,038	646,744	227,672	1,867	68,827	602	55.34
C&D-Depots	488,079	5,168	1,346	494,593	184,969	1,394	53,397	946,214	68.26
C&D-MSC Operations	6,656			6,656	176		355	735,060	67.19
C&D-Depots-Other	142,927	1,876	692	145,495	42,528	473	105	6,832	97.42
RETAIL OPERATIONS	545,046	4,462	1,043	550,550	93,746	420	199	204,322	71.15
Corporate Outlets	544,406	4,453	1,042	549,901	93,738	420	94	682,385	80.62
Dealers	36			36	8		197	681,654	80.61
REMs	604	7	1	611	8		13	59	63.03
Operations LAD/LAM/LAS	41,209	347	284	41,841	14,480	57	2	60	91.12
Ops LAD/LAM/LAS/SUP/TS - Atlantic	9,040	16	3	9,059	2,937	17	53	4,647	61.076
Ops LAD/LAM/LAS/SUP/TS - Quebec	2,885	15	2	2,902	474	8	15	61,076	68.38
Ops LAD/LAM/LAS/SUP/TS - Prairie	21,555	305	118	21,978	6,662	34	5	12,899	70.35
Ops LAD/LAM/LAS/SUP/TS - Pacific	1,170	2		1,171	409	31	43	3,729	77.71
Ops LAD/LAM/LAS/SUP/TS - Huron Rideau	5,647	(5)	9	5,651	3,998	7	7	31,294	70.08
Ops LAD/LAM/LAS/SUP/TS - Northern	912	15	153	1,080	(708)		6	1,580	74.09
Field Ops Residual	2,832	7	2	2,840	(708)		10	414	10,494
Ops Ind-C&D	(1,693)	7	2	(1,685)	(708)		10	(1,979)	1,080
Ops Ind-Deliv & Retail	320			320			39	2,546	113.79
Ops Ind-Reg GMs	3,885			3,885			39	(83.15)	320
Ops Ind-Transport	1,640			1,640			1	320	100.00
Marketing Sales & Service (with GM CRS)	1,640			1,640			1	3,885	100.00
Others	1,640			1,640			1	1,641	99.92
Serve Related Cost Centres	1,640			1,640			1	1,640	100.00
RETAIL GM HO								1,640	100.00
MSS RET NETWORK DIR HO								1	1
Residual - All Other	70			70			1	1	1
VP GOVT RELATIONS & POLICY	14			14			1	75	92.74
GM RURAL & SUBURBAN MAIL DELIVERY	14			14			5	17	77.41
SVP TRANSACTION MAIL	5			5			4	17	77.41
GM ENTERPRISE SOLUTIONS	5			5			4	5	100.00
VP COMMUNICATIONS	9			9			4	5	100.00
GM COMMUNICATIONS STRATEGY	9			9			4	9	100.00
SVP POSTAL TRANSFORMATION	2			2			2	2	100.00
POSTAL TRANSFORMATION LABOUR	2			2			2	2	100.00
SVP HUMAN RESOURCES	40			40			2	42	96.39
GM HUMAN PERFORMANCE EXCELLENCE OPS	40			40			2	42	96.39
Not Assigned Cost Center - AHN (s)	108			108			4	116	92.90

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## REGIONAL GRIEVANCE OFFICERS MEETING

The Regional Grievance Officers (RGOs) met in Ottawa on April 14 to 16. We spent most of the first half of the meeting dealing with the following staffing issues: late relay bundles, clauses 17.06 versus 52.01, application of Appendix V-3 during 6 months householder route adjustments, March 2009 route restructure agreement (restructure versus update), clause 17.04 MSCs, private vehicles insurance for RLCs, forced overtime – Group 2, and RSMC overtime.

The late relay bundle problems will continue to be closely monitored with the intent on putting good evidence together and filing grievances in our attempts to have late relay routes structured using the language of clause 48.10.

A clause 17.06 interpretation document prepared by Brother MacKenzie, which has already been distributed to the national staffing and grievance departments, will be sent to the RGOs for final input.

The Union believes that V-3 (6 month retroactivity payments) apply during the householder route evaluation updates that take place every April and October, as this practice is already in place and is strongly supported by the language. We have taken this issue to national consultation on April 21.

The March 2009 route restructure agreement which forces CPC to reduce all routes back to 480 minutes, and gives full observer rights during route restructures and updates is not being respected by CPC. Also, the April 18, 2005 clause 47.03 agreement which is referred to in Appendix C must be included in any discussions between the parties. Both memorandums of agreement have been reproduced on the attached CD.

The non respect of clause 17.04 and the use of load leveling to avoid overtime for MSCs has been grieved in many locals and is proceeding to formal arbitration in Hamilton.

A consensus developed at the meeting that Relief Letter Carriers, not being route holders, could be denied insurance coverage and kilometer payments, by CPC, as they are not covered by clauses 32.06 b) and c). It is, therefore, strongly recommended that RLCs use transportation by taxi.

Sister Kennedy reported on the forced overtime national grievance. The first hearing date is scheduled for June 9<sup>th</sup> in front of Arbitrator Joliffe.

It was reported that we had lost a heart breaking case on worked hours over the schedule A allotted time for RSMCs, in Toronto. We need to take a strong position at negotiations. Even if we are losing at arbitration, we are still working hours for which we are not paid and that is called slavery. Win or lose at arbitration we will be taking these examples to the interest arbitrator in our quest to achieve Appendix A per piece payments as structured time and to show the arbitrator the working conditions RSMCs are forced to work under.

## 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		
Toronto Q	A	-6	-1	+1	-1	?	?	?	SQ0	+8
Hamilton Depot 1	A	-1	-3	SQ11	SQ2	109.62%	109.62%	102.90%	+4	-1
Windsor LCD4	A	-12	+1	-6	+1	111.15%	111.15%	102.12%	-6	-5
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										

### MOBILIZING DURING RESTRUCTURES

A letter dated April 22, 2010, was sent to all Local Presidents which covers the following topics:

- Restructure Schedule
  - Our Work Habits Have Repercussions (Articles 14, 33 and 48)
  - Overtime (Clause 15.08 and Appendix LL)
  - Extending Door-to-Door Delivery (Appendix E)
  - Mail Volume Index
  - Private Vehicles (Clause 32.06 – Chapter 15 LCRMS Manual)
  - Previous Volume Count Information
  - Article 50 Verifications
  - Outside Inventory 038 Forms (Chapter 1 LCRMS Manual)
  - Directory Book (Chapter 2 LCRMS Manual)
  - Union Observer
  - Group 1
  - Rural and Suburban Mail Carriers

- Combined Urban Services
- Preparation Phase
- Volume Count (Chapter 3 – LCRMS Manual)
  - Daily Volumes for 8 Hour Day
- Assessment Phase
- Route Restructure (Chapter 10 – LCRMS Manual)
- Volumes of Mail Per Route
- Conclusion
- Retirees Involvement

A compact disk was included with the letter which includes the following:

- LCRMS 5-day Course
- PowerPoint Presentation – Volume Count – 1-day LCRMS Express
- LCRMS Manual
- Table of Values
- Joliffe Decision (PV) – N00-03-00021
- Brunner Decision (074) – 630-95-01082
- Picher Decision (PV) – 580-03-00817
- Joliffe Regular Decision – Grande Prairie – 744-95-00019 and 744-95-00045
- Joliffe Regular Decision – Calgary – 710-95-03374, 04330, 04047, 03159, and 04043
- Bulletin #2005-2008/294 – “Working Safely Makes Sense”
- Bulletin #2005-2008/61 – “Is Canada Post Corporation on a Self Destruct Mission?”
- Previous letters to Local Presidents, re: Private Vehicles, AMVI, Edit Book, Householders
- Georoute Documentation
- Door-to-Door Documentation
- Forced Overtime
- 075

The letter and the contents of the compact disk sent to the Local Presidents are reproduced on the attached CD.

#### TRANSPORTATION TIME – LCRMS CHAPTER 7

The employer appears to have unilaterally implemented an approach to developing MLC transportation times where a sampling is taken of driving speeds in each LDU and the rate is entered into Georoute. This is different from the speeds of .0007 min per foot and .0008 min. per foot and the provision for point to point timings that exist as the two options in Chapter 7 of the LCRMS Manual. The Corporation had previously proposed this approach in National Consultation, but withdrew it. However, they seem to have implemented it unilaterally after that. One result of this unilateral implementation is that observation of transportation time, which was previously part of the restructure phase under clause 47.01, is now part of the preparation phase. The union must pay for observation during the preparation phase. We are researching the issue in preparation for a possible national grievance.

### DOOR-TO-DOOR MAIL DELIVERY

In the Hamilton Local Brother Ken Heydrich, Local Vice-President, has been pressuring CPC to extend door-to-door mail delivery every chance he gets. Petitions to customers, presentation at labour council meetings, letters to politicians, phone calls to federal politicians, a meeting with Andrea Horwath leader of the Ontario NDP, flyers to customers, attendance and presentations at municipal meetings and the list goes on. The temporary workers in Hamilton have now been involved in the campaigns.

This is exactly what CUPW needs to do in order to ensure we get our message out about our vision of an improved sustainable public postal service. We must be in a position, when urban negotiations start, that our members, the public, politicians and the media are aware of our vision.

Let's take door-to-door mail delivery as an example. We are made to believe it is too costly. Well lets look at the cost of Community Mail Boxes; installation, upkeep, lock changes, replacement (12 year life span), vandalism, snow removal, mail theft, more green house gases, more vehicles, insurance, gas and the list goes on.

Now on top of all this we have job creation for workers who are unemployed, on welfare or in minimum or low paying jobs. Having these workers in better paying jobs leads to a stronger economy as they are better able to contribute to the tax base and have more buying ability. This reasoning can be applied to low wages in Shoppers Drug Mart versus good wages in corporate outlets and the public must be reminded of all these facts every opportunity we get, including every day when we meet the customers during our work day.

We have been struggling for better postal services for decades. But now we are facing technological changes, massive investments and job loss. And so our arguments must be put into that context. CPC is planning on cutting 350 million dollars in annual wages and those savings must be reinvested into improving postal services and job creation.

The Nelson, Revelstoke, Winnipeg and Oshawa locals and I am sure others have also been aggressive in promoting the extension of door-to-door mail delivery. A meeting has been scheduled with local activists in Winnipeg to discuss strategies around door-to-door delivery on April 30.

Congratulations to the Hamilton executive and all activists including temporary workers involved in ensuring that public postal services will be improved.

Reproduced on the attached CD are a generic letter and a customer door-to-door mail delivery request form that were developed by Brother Heydrich.

## APPENDIX AA

The Appendix AA working committee continues to work on the final report of the Householder project, and the final standards for the A62 Letter Carrier Workstation.

Members of the committee continue to assist on the Modern Post files.

## **MAIL SERVICE COURIER WORK STRUCTURING SYSTEM**

### SLB SAMPLING

The employer has started a process where they are reviewing the interim time values for clearing the new Street Letter Boxes (SLBs) with containers and also Retail Post Offices (RPOs). CPC believes that they can reduce the current interim time values for this work. Sampling is being conducted in Windsor, Toronto (including Scarborough), and London in April, May, and June. We are working in cooperation with the locals on this project. The locals have helped select appropriate routes to sample, and have provided observers (paid by the employer). We have trained the observers in regard to how to monitor the sampled activities.

### MSCs AND 17.04

In some low parcel volume situations, the employer has “zeroed out” the parcel delivery portion of the routes where a route holder is absent. This is a violation of clause 17.04. It is also a violation of clause 51.01 where relief MSCs were not given a chance to select the route of the absent MSC. This approach can be used for the flex part time MSCs, but not for the full time routes. A Hamilton Local grievance on this issue is being argued in front of Arbitrator VonVeh. Brother MacKenzie is assisting the Ontario Region with the file. The Union won this issue in regular arbitration in Victoria a few months ago.

## **RURAL AND SUBURBAN MAIL CARRIERS**

### NEGOTIATIONS

CUPW is waiting for the Minister of Labour’s appointment of the interest arbitrator. The negotiators have continued to attend local meetings in order to provide updates on the negotiations, answer questions from the membership and ensure that the questionnaires distributed at the President’s meeting are completed and returned. We need information from the members in order to use in convincing the interest arbitrator that our demands are justified. We also encourage members to take action at work to show CPC we are serious about achieving our

demands. The Pacific Region organized events on April 1<sup>st</sup> and developed a button “NO TO THE STD”.

CPC continues to promote their offer of the Corporate Team Incentive. It is important we remember that management’s offer would have the CTI come out of the financial cap. The CTI payout is entirely under CPCs control, which means there could be no payout if they decided the targets have not been met. Also, no one can predict what the pay would be, so we don’t know how much money would be coming out of the cap until it was decided by management if the CTI is to be paid out. It must be pointed out that taking the CTI out of the cap would be like taking money from our left pocket and putting it into the right pocket, but with no guarantee the money would make it to the right pocket. The financial cap money is RSMC money and the ratification votes for the union’s program of demands have made it clear where the workers want that money to be spent.

The employer continues to try and influence the membership and inflame the negotiation/ arbitration process by sending each member a letter dated April 14, 2010 and by establishing a process by which members may obtain a \$50.00 gas card. The April 14, 2010 letter continues the employer practice of being disingenuous about the negotiation process and the providing of the \$50.00 gas card may be a violation of the collective agreement and/or an unfair labour practice.

The negotiators are back in their locals, they are available to attend meetings within driving distance subject to approval by the national directors.

The Union is still ready to negotiate a collective agreement, and that has been made clear to CPC. Management is still planning to raise a preliminary objection, to the arbitrator’s jurisdiction, based on the fact that we have not dealt with all financial cap national grievances. That would be the equivalent of saying we can’t proceed to negotiations because the union has filed grievances.

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## **MODERN POST**

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### PARCELS

Reproduced on the attached CD is the employer’s proposal on how they plan to move Parcel Delivery Sort and Load parcel volumes from the MSC to the letter carrier. It is the process they are proposing to use to:

- transfer parcels from the Hub to the L.C.
- credit time to the L.C.
- and how the Hub workload will be updated.

## APPENDIX V AND CC

Canada Post has told the Union they are “confused” by part of Engineer George Bishop’s ruling on the Modern Post interim standards and have asked Bishop for “clarification”. Their “confusion” seems to be a ploy to attempt to re-argue part of his decision that awards time, for 5 months of the year (42% of the time), to roll up and down the window at a mail mobile stop. The Union has asked Bishop not to respond to the employer’s request for this “clarification” until he receives a submission from the Union.

The union submitted its objection on April 19. We are awaiting the engineer’s ruling.

## LCRMS MANUAL AND STANDARDS

The new Chapter 16 of the LCRMS Manual resulting from the decision of Arbitrator Ellis has not yet been finalized, but the parties are near agreement. Changes to Chapters 1, 3, 7, 9, and 10 have been agreed upon, but these versions are being merged with the current versions and with other new proposed versions of Chapters 1 and 3 which have been changed for other reasons. English versions of Chapters 7, 9, and 10 have been finalized, and the parties are near agreement on the other chapters.

## HOUSEHOLDERS

Canada Post has abandoned the mechanized householder collating project at Vancouver Depot 74. The attempt to collate householders by machine failed because the machine couldn’t handle the variety of sizes of householder product delivered by letter carrier. With no collation, the employer’s previous plans for householders are scrapped. The employer has yet to clearly define how letter carriers will actually handle un-collated householders under the Modern Post, and with shared sortation cases.

A sub committee meeting took place at which time CPC refused to talk about time values. If unable to resolve this issue, the Union will probably be taking this issue to the Winnipeg technological change arbitrator Brian Keller.

## ROUTE RESTRUCTURES

A letter regarding “Postal Transformation Restructuring” was sent to Neil Johnson, Manager of Labour Relations at Canada Post dated April 15, 2010, concerning the following subject matters:

- Motorization;
- Union Observers and Training;
- Householders;
- Percentage of Coverage;
- Additional Time Values;

- Letter Carrier Support;
- Transparency;
- Technological Change.

The letter is reproduced on the attached CD.

## **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 – March 31, 2010

- 2011 Census Overview
- 2010 Business Targets
- Follow Ups and Others
  - Disability Management – Contact Magazine
  - Appendix B2 and B4 Form
  - Windsor Mechanics
  - Language training
  - Staffing – Changes to Transfer Process
  - Media Handoffs – CUPW
  - Staffing Letters
- Southbound Parcel Products Enhancement
- Surface Transportation Reporting System Enhancements
- Best of Retail Program
- Scanning Discussion
- Changes to the benefit Plans Premiums
- Delivery Support Issues
  - Handsfree Law
  - 038 and AIM Issues: Cobourg and Collingwood
  - Appendix E
  - Georoute Issues
- Attendance Management

- Dealership Notices (3)
- Decommissioning of International Postal Money Order Advise Service and Issuance of Money Orders in United Kingdom Currency

### Urban – April 21, 2010

- Employee Appreciation Week
- Time Values for Non-Standard Items – Update
- Days Lost per Employee (DLE) Update
- Technological Change Notice 29.03b) – National Network Review – Moncton, NB
- Technological Change Notice 29.03b) – National Network Review – Kitchener, ON
- Technological Change Notice 29.03b) – National Network Review – Victoria, BC
- Follow Ups and Others
- Preventative Maintenance Inspections (PMI)
- Dealership Notices (4)

## **EDUCATION**

### CLIMATE CHANGE

The ‘Climate Change: Its a Union Issue’ 3-day course was facilitated by Sister Marion Pollack, Brothers Geoff Bickerton and Godwin Smith, and I in the spring education seminars of the Toronto and Central Regions. A national bulletin entitled “Climate Change – Union Education” is being sent to the Locals at the end of April. Congratulations to both regions and all participants.

## **NATIONAL GRIEVANCES**

### URBAN COLLECTIVE AGREEMENT

N00-07-00010

CLAUSE 15.14

RESPECTING SENIORITY WHEN FORCED TO WORK OVERTIME

We received the court decision of the judicial review of arbitrator Dulude’s arbitration decision, which was favourable to the Union. The court rejected CPC’s request to have the arbitrator’s decision overturned. The decision was sent to the regional Grievance Officers, and is reproduced on the attached CD.

N00-07-00006

ARTICLE 33

READING WHILE WALKING

CPC requested cancelation of the April 15 hearing date as their lawyer was not available. The Corporation has also taken the position that it is refusing to give the Union all SAIRS data in an Excel file, after CPC's Health & Safety witness testified that very few accidents were caused by reading while walking, relying mainly on the SAIRS forms.

## **LABOUR MOVEMENT**

### INJURED WORKER'S DAY – WORKERS COMPENSATION REFORM

The Sub-Committee on Workers Compensation has made the following recommendation:

Recognizing that:

- Workers' compensation is in decline and workers are under increasing pressure across the country, e.g. not reporting injuries;
- Workers' compensation is not a public issue across the country;
- There is a need in every jurisdiction to build pressure and to organize for change.

We propose to work with the Federations of Labour and the various injured workers groups (presumably through our subcommittee in co-ordination with Andrea Peart) to organize successful injured workers' day activities across the country this June 1<sup>st</sup>. We propose to test with the Federations of Labour and the injured workers groups the issues below as focal points for June 1<sup>st</sup>. We hope to use this process to develop a national agenda for reform of workers' compensation systems across the country.

#### Proposed June 1<sup>st</sup> Issues:

- 1) Elimination of experience rating
  - tied to strengthening and **enforcing** health and safety legislation
- 2) Full wage loss benefits
- 3) WCB administered vocational rehabilitation that meets the needs of workers and improves:
  1. their quality of life;
  2. their employment qualifications and options.
- 4) Re-establishing the mandate of workers' compensation boards to make injured workers' whole by providing equivalent or better jobs or full compensation. This is in direct opposition to:
  1. employer influence over WCB policy;
  2. employer power over injured workers;

3. return to work policies that force workers back to work before they have healed;
4. elimination of vocational rehab policies and privatization of reemployment services.

I must add that I feel we need to ensure we organize and mobilize the injured workers. Whether they are on worker's compensation or long term disability we must take these Sisters and Brothers out of isolation. We must bring them together to have them support each other and help us find solutions.

## **INTERNATIONAL SOLIDARITY**

### THE LEFT FORUM

CUPW sent a delegation to the The Left Forum which took place in New York from March 19 to 21. The forum brings together activists, researchers as well as professionals. It has been taking place for years and has been attended by CUPW activists in the past.

Reproduced on the attached CD are reports from Brother Don Foreman, Regional Union Representative, Central Region and from Brother Doug Hacking, Regional Union Representative, Metro-Toronto Region.

### BELGIQUE – CENTRALE GÉNÉRALE DES SERVICES PUBLIQUES

On March 29 and 30, 2010, I attended a meeting at the Centrale générale des services publiques (CGSP) in Belgium. We met at their union office on March 29<sup>th</sup>. Sisters Ghislaine Lamot and Monique Bruggeman from CGSP organized visits at two postal installations on March 30<sup>th</sup>. The exchange of information was great. I gave the Sisters copies of the following documents:

- Appendix “P” Report – Summary of the National Group 1 Staffing Ratio – 2007-2009
- National roll-up of 075 forms – December 2007-2009
- Modern Post - More than technological change – February 2010
- Our Modern Post – February 2010
- Member-to-Member Connection - Winter 2009
- Congress of Union Retirees of Canada (CURC) – Winter 2010
- Trade Unions are Climate-Friendly -- Climate Change Policies of the Belgian Socialist Trade Union

A report is reproduced on the attached CD and covers the following topics:

- CGSP Structure
- Job Security
- External Work
- Work Place Visits
  - Sortation Center – Poste belge internationale

- Brussels Sortation Centre
- Exchanges with and information material given to CGSP Sisters
- Conclusion

## **PENSIONS**

### PENSION ADVISORY COUNCIL

The next scheduled Pension Advisory Council meeting is set for May 12 and 13.

## **ENVIRONMENT**

### CLC ENVIRONMENT COMMITTEE

The minutes from the CLC Health, Safety and Environment Committee meeting held on March 18 and 19 is reproduced on the attached CD. The following topics were discussed:

- Introductions
- Adoption of the Agenda
- Adoption of the Minutes
- Business Arising from the Last Meeting
- C6 Overview
- Federal Violence Regulations
- H1N1 and Occupational Health and Safety
- Green Jobs Conference
- Violence Regulations
- Environment
  - Report Back from Copenhagen
  - Green Economy Network
  - The Federal budget and the Environment
  - Work in a Warming World
  - Union Climate Change Work after the Green Economy Network, a strategic planning discussion
- Health Safety and Environment (Toxic Chemicals and Cancer Prevention)
  - GHS and cuts to the office of WHMIS
  - Chemicals Management Plan
  - NCEOE
- Health and Safety
  - Introductions
  - National Day of Mourning
  - Workers Compensation Sub-Committee
  - Asbestos 1-day Think Tank

- Potential May 12<sup>th</sup> Asbestos Event
- Bill C-391
- Regulatory Review
- CSA
- National Day of Mourning Monument
- Bill C-276 Potential One-Day Establishing Priorities Meeting

During this meeting I distributed to the members of the committee copies of the February NEB report environment portion as well as a CD containing copies of NEB reports (environment and pension ethical investment extracts) since the last meeting of the CLC committee. The following documents were also reproduced on the attached CD:

A. November 2009 NEB Report – Extracts on environment and pension ethical investments

- Our Times Magazine – Article: Climate Change and Unions
- CLC Green Economy Alliance:
  1. Round Table Agenda;
  2. Round Table Outcomes Report;
  3. Taking on the Triple E Challenge Draft Report
- Ethical Investments:
  1. Norway's Fund Drops Israel's Elbit Systems
  2. Caterpillar Under Fire
  3. Norway's Pension Fund takes Lead in Mercer Project
  4. Canadian Mutual Funds Back Management

B. January 2010 NEB Report – Extracts on environment and pension ethical investments

- Copenhagen COP15:
  1. A Just Transition: A Fair Pathway to Protect the Climate;
  2. Trade Union Priorities for the Negotiating text of the United Nations Framework Convention on Climate Change (UNFCCC);
  3. Trade Unions and Climate Change – Equity, Justice & Solidarity in the Fight Against Climate Change;
  4. The New Climate Deal – A Pocket Guide;
  5. CLC COP 15 Statement – The Canadian Labour Congress Policy Paper to the Fifteenth Conference of the Parties to the UNFCCC;
  6. Countdown to Copenhagen – Fact Sheet – Climate at a Crossroads;
  7. Climate Change Science and Impacts – Fact Sheet – Sizing up the Climate Challenge;
  8. A Closer Look at Costs – Fact Sheet – Climate Costs In Context: The High Cost of Doing Nothing;
  9. Transforming Canada's Energy Economy – Fact Sheet – The Solutions We Need;
  10. Communicating Climate Change – Fact Sheet – Why Communication Counts;
  11. A Copenhagen Climate Treaty – A Proposal for an Amended Kyoto Protocol and a New Copenhagen Protocol by Members of the NGO Community – Legal Text;
  12. A Copenhagen Climate Treaty – A Proposal for an Amended Kyoto Protocol and a New Copenhagen Protocol by Members of the NGO Community – Narrative;
  13. Who's Who in the Canadian Delegation.
- Green, Decent and Public

C. February 2010 NEB Report – Extracts on environment and pension ethical investments

- Copenhagen COP15:

1. Report from Marc Desgranges
- Tri Agency Grant
  1. Tri Agency Agenda – February 3, 2010
  2. Agenda Items VI and VII
  3. Chapter Summary from Late 2009
  4. Impact of Climate Change on Work and Employment in the Canadian Postal and Courier Sector
- Green Economy Network
  1. Outcomes Report from November 13<sup>th</sup> meeting
  2. Vision Statement
  3. Mission Statement
  4. Moving to a Green Economy with Good Jobs: Investment in Transit and Passenger Rail
  5. Green Economy Project – Public Investment in Renewable Energy
  6. Organic Development Initial Terms of Reference – Draft
  7. Pamphlet – Forum on Green Jobs – January 30, 2010
  8. Labour Action Article – Good Green Jobs for All
  9. Great Lakes News – Winter 2009
- Pension and Ethical Investments
  1. Meritas presentation
  2. Goldcorp – February 4, 2010 Article

D. March 2010 NEB Report - Extracts on environment and pension ethical investments

- Copenhagen COP15
  1. ITUC Report – Trade Unions at the UN Framework Convention on Climate Change
- Tri Agency Grant
  1. Article – York Professor Receives 1 million from SSHRC
  2. Climate Change, Impacts on Employment and the Labour Market
    - 2-page Summary – Work in a Warming World – The Dilemma of Climate Change for Labour
    - Full Report – Work in a Warming World – Adapting Canadian Employment and Work to the Challenges of Climate Change
    - Fact Sheet – Work in a Warming World – Adapting Canadian Employment and Work to the Challenges of Climate Change
    - Agenda – March 25 and 26, 2010 – Responses to the Challenges
- American Unions and the Environment
  1. Article – Global Labor Strategies - Unions Call for Science-Based Reductions in Greenhouse Gasses
- Green Economy Network
  1. Agenda – February 26, 2010
  2. Wikipedia on Green Economy – Three Pillars of Sustainability
  3. Outcomes Report – Steering Committee Meeting – February 26, 2010
- CLC Environment Committee
  1. Agenda – March 18 and 19, 2010
  2. Minutes – November 9 and 10, 2009

I also reported on the Tri Agency Grant, the Green Economy Network, CPC buying Ford Connects and the Ford agreement with Azure Dynamics, the Ethical Investment education of the

Pension Advisory Council, CUPW Climate Change education in Toronto and Central, and Pesticide campaigns.

#### EARTH DAY – APRIL 22

A National Bulletin was sent to all Local Presidents on April 15, 2010, which is reproduced on the attached CD. The topics covered were:

- Copenhagen
- Green Economy Network
- Tri Agency Grant

#### GURN/ITUC WORKSHOP ON CLIMATE CHANGE, EMPLOYMENT AND LABOUR MARKETS

This workshop was aimed at building bridges between researchers and our trade union climate change experts.

#### *Work in a Warming World: The dilemma of Climate Change for Labour*

The final copy of the presentation “*Work in a Warming World: the Dilemma of Climate Change for Labour*” workshop that Sister Carla Lipsig-Mummé and I made at the Climate Change, Impacts on Employment and the Labour Market conference on March 25 and 26 in Brussels is reproduced on the attached CD.

The presentation, as well as a list of references, are reproduced on the attached CD and covers the following topics:

- Context
- Framing the Problem
- Unique Threat and Strategic Challenge
- Union Response and Movement Dilemma

The synopsis of the report is reproduced below.

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Climate change may be on everyone’s lips, but the Canadian silence about its impact on the future of work and employment is deafening. Climate change is already changing how we work, what we produce and where we produce it. It is shifting employment within and between countries, regions and communities, dislocating people and industries and futures. New occupations and professions are springing up across Canada, and the possibility of new ways of working are crystallising. Offering the promise of economies reconfigured around green jobs, climate change also offers the threat of migration – not only between continents, but between and within provinces.

Canada has not, to date, been in the forefront of countries crafting policy, or strategy, or stimulus to slow climate change. Indeed in March of 2009, a leading climate think tank observed, “A notable exception [to progress in climate change policy among the G8] is Canada, which has remained largely dormant on the national scale”. Canada’s Federal Budget in March, 2010 did not mention climate at all.

Yet here is the puzzle: Adapting the world of work is potentially a powerful contributor in transitioning Canada to a low-emissions economy. Canadian trade unions are creative, active, and have remained relatively strong in North American terms. *Why has the world of work, and labour, not been brought in to the struggle to slow global warming?*

This paper asks: *How can labour broaden and deepen its capacity to protect work and workers from the unique threats posed by climate change? What would it take for labour to exercise effective societal leadership nationally and internationally in the struggle to slow climate change?*

The paper is divided into three sections. Part one frames the problem, drawing on our present research project, “*What do we know?*”, funded by Canada’s three national research agencies. Part two looks at climate’s unique challenge to trade unions, with its internal and external repercussions for the movement, drawing on our new, 5 year research programme, ‘*Work in a Warming World*’. Part three surveys Canadian labour’s initiatives and argues that the climate crisis has opened new sites for labour leadership in pursuit of the double goal of slowing global warming and increasing labour’s capacity to protect workers. We also look at international examples which consider the potential for expanding Labour’s environmental leadership at the point of production; labour’s role in cutting-edge research, and the potential for leadership in integrating public policy, education and collective bargaining in the struggle to slow global warming.

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During my section of the presentation I talked about:

- the unionisation rate in Canada and Québec;
- the fact that number of unionized women had gone up while the number of men was down since the 1970s;
- the Union’s reaction to climate change in Canada and Québec (consultation, negotiations, demonstration etc.);
- CUPW’s participation in COP meetings, consultation, negotiations (private vehicles, hybrid vehicles, retrofitting buildings, ad mail printed on recycled paper, ethical investment);
- the CLC Environment Committee, the Tri Agency, the Green Economy Network;
- the negative impact of privatization on our environment using the postal sector as an example and showing a copy of the Private Gain or Public Interest Canadian Centre for Policy Alternatives document;
- the “Climate Change: It’s a Union Issue” education material (copy sent to the ITUC).

### Agenda and Workshops

A copy of the agenda, as well as a copy of the reports from all the workshops, are reproduced on the attached CD and the websites are listed below.

**Global Union Research Network (GURN) – Provisional Agenda – Climate Change, Impacts on Employment and the Labour Market – Responses to the Challenges – March 25-26, 2010**  
[http://climate.ituc-csi.org/IMG/pdf/GURN\\_ITUC\\_WorkshopAgenda3.pdf](http://climate.ituc-csi.org/IMG/pdf/GURN_ITUC_WorkshopAgenda3.pdf)

**Employment and Climate Change Policies in Europe"** - Anne Panneels, European Trade Union Confederation (ETUC)

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_Panneels\\_ENG.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_Panneels_ENG.doc)

**Integrated Management of water basins in Chiapas, Mexico: a successful strategy for adaptation, mitigation and social and environmental vulnerability reduction?** - Laura Ruiz Meza, Universidad de Ciencias y Artes de Chiapas, Mexico

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_Ruiz.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_Ruiz.doc)

**Employment and gender impacts of mitigation policies** - Hebe Barber and Ricardo Fernandez, Universidad Nacional de Tucumán, Argentina

[http://climate.ituc-csi.org/IMG/pdf/Cambio\\_Climatico\\_medidas\\_Impacto\\_Empleo\\_-\\_MEDIDAS\\_ESPECIFICAS-Hebe\\_Barber.pdf](http://climate.ituc-csi.org/IMG/pdf/Cambio_Climatico_medidas_Impacto_Empleo_-_MEDIDAS_ESPECIFICAS-Hebe_Barber.pdf)

**National Adaptation Programme of Action (NAPA) – An Assessment of Workers’ Rights** - Nazmul Huq and Jean Hugé – Department of Human Ecology, Vrije Universiteit Brussel, Belgium

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_Huq\\_Huge.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_Huq_Huge.doc)

**Impacts of climate change policies on the agricultural sector in Tanzania** - Yahya Msangi, ITUC Africa

*\*Note: Report not published*

**Investment in Decent Green Jobs: the case of rail-based mass transit** - Jonathan Feldman, Stockholm University

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_Feldman.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_Feldman.doc)

**The Greening of the Offshore Energy Sector in the North Sea** - Miguel Esteban, Kyoto University, Japan

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_ESTEBAN.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_ESTEBAN.doc)

**Employment opportunities from mitigation policies in the Netherlands** - Jerry Van den Berge, FNV, Netherlands

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_VanDenBerge.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_VanDenBerge.doc)

**Greening jobs and skills: the local labour market implications of addressing climate change** - Gabriela Miranda, OECD/LEED

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_Miranda.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_Miranda.doc)

**Work in a warming world: the dilemma of climate change for labour** - Carla Lipsig-Mumme, York University, and Donald Lafleur, CUPW, Canada

[http://climate.ituc-csi.org/IMG/doc/GURN\\_workshop\\_Paper\\_Lipsig-Mumme.doc](http://climate.ituc-csi.org/IMG/doc/GURN_workshop_Paper_Lipsig-Mumme.doc)

Other Documents from Workshop

A copy of other documents I picked up at this workshop are reproduced on the attached CD and the websites are listed below.

International Trade Union Confederation (ITUC) December 2009 Statement – Trade unions and climate change – Equity, justice & solidarity in the fight against climate change  
[http://climate.ituc-csi.org/IMG/pdf/COP15\\_TUstatement\\_FinalFormat\\_EN.pdf](http://climate.ituc-csi.org/IMG/pdf/COP15_TUstatement_FinalFormat_EN.pdf)

International Trade Union Confederation (ITUC) – Trade Unions & Climate Change – A Just Transition: A Fair Pathway to Protect the Climate  
<http://climate.ituc-csi.org/IMG/pdf/01-Depliant-Transition5.pdf>

European Trade Union Confederation (ETUC) – The climate change, the industrial policies and the ways out of the crisis  
[http://www.etuc.org/IMG/pdf\\_stopglobalwarmngETUC-EN-web-final.pdf](http://www.etuc.org/IMG/pdf_stopglobalwarmngETUC-EN-web-final.pdf)

Global Unions – Getting the World to Work – December 2009 – Green Growth for jobs and social justice  
[http://www.global-unions.org/IMG/pdf/GreenGrowth\\_Web.pdf](http://www.global-unions.org/IMG/pdf/GreenGrowth_Web.pdf)

European Metalworkers Federation (EMF) – European metalworkers on the road from Copenhagen  
<http://www.emf-fem.org/Areas-of-work/Industrial-Policy/European-metalworkers-on-the-road-from-Copenhagen>

The European Wind Energy Sector: Green and Social? New Pathways for Worker Representation in the European Wind Sector  
<http://www.emf-fem.org/>

European Trade Union Institute (etui) – Climate change, the environment and jobs in UNI europa's sectors – Report 109  
<http://www.etui.org/research/activities/Employment-and-social-policies/Reports-and-working-papers/Report-109.-Climate-change-the-environment-and-jobs-in-UNI-europa-s-sectors>

European Trade Union Institute (etui) - Paradigm shift: social justice as a prerequisite for sustainable development  
<http://www.etui.org/research/activities/Employment-and-social-policies/Reports-and-working-papers/WP-2009.02>

Global Union Research Network (GURN) – Lessons from economic history: Challenging the economic 'race to the bottom' – Discussion Paper No. 11  
<http://www.gurn.info/en/discussion-papers/no11-nov09-lessons-from-economic-history-challenging-the-economic-race-to-the-bottom>

Global Union Research Network (GURN) – The Employment Effects of Climate Change and Climate Change Responses: A Role for International Labour Standards? – Discussion Paper No. 12

<http://www.gurn.info/en/discussion-papers/no12-nov09-the-employment-effects-of-climate-change-and-climate-change-responses-a-role-for-international-labour-standards>

Global Union Research Network (GURN) – Moving from Precarious Employment to Decent Work – Discussion Paper No. 13

<http://www.gurn.info/en/discussion-papers/no13-dec09-moving-from-precarious-employment-to-decent-work>

#### COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA (CEP)

Brother Bickerton and I met with Brothers Fred Wilson and Guy Caron of the CEP on April 12. Given that Brother Hatfield had resigned from the Tri Agency workgroup we were hopeful that CEP would continue to work with Sister Lipsig-Mummé and the Brothers confirmed that. They will work on writing a paper about their successful work in having CEP support the Kyoto protocol.

#### GREEN ECONOMY NETWORK

Reproduced on the attached CD is the March 25, 2010 Outcomes Report from the Steering Committee of the Green Economy Network (GEN). The topics covered are as follows:

- Vision Statement Endorsements
- Working Group Reports
- Website and Logo
- April 22<sup>nd</sup> Launch
- Budget Proposal
- Special Topic Discussion

The GEN website has gone live as of April 21<sup>st</sup>. Check it out at:

<http://www.greeneconomynet.ca/>

#### COCHABAMBA CLIMATE CHANGE CONFERENCE

##### *Council of Canadians*

The Council of Canadians launched a webpage focused on reporting from the Cochabamba conference. A copy of their front page on the website is included in the attached CD. For more information, visit their website at:

<http://www.canadians.org/energy/issues/climatejustice/cochabamba.html>

The Council of Canadians also released an open letter to Prime Minister Harper (and accompanying press release) urging him to publicly state the Canadian governments plans for the Cochabamba conference. The letter and press release are reproduced on the attached CD. You can also read both on their website at: <http://www.canadians.org/media/energy/2010/07-Apr-10.html>

### Conference Call

We held a conference call on April 12 in preparation for our participation in Cochabamba. We found out that 13,000 delegates from 50 countries had registered. A full report will be available for the June NEB meeting.

### WINDSOR WORKERS ACTION CENTRE FORUM

The US Social Forum is being held in Detroit this June 22-26, 2010 – visit their website at: [www.ussf2010.org](http://www.ussf2010.org). The Windsor Workers Action Centre and the Labour Studies Program have recently decided to spearhead an organizing effort to mount a companion entitled Windsor Social Forum (WSF) that would lead up to the Detroit event. They are planning for a three to four day event (June 18-21) with workshops, panel discussions, cultural events, and a possible march and rally. Sister Cathy Owen is planning of co-facilitating the Climate Change: It's a Union Issue during these events which are taking place during G-20 meetings in Toronto.

### GLOBAL LABOR STRATEGIES

The Global Labor Strategies article “Unions call for Science-Based Reductions in Greenhouse Gasses” is reproduced on the attached CD and can be found at the following website: [http://laborstrategies.blogs.com/global\\_labor\\_strategies/](http://laborstrategies.blogs.com/global_labor_strategies/)

The following people have contributed towards the writing of this report: Brother Colin MacKenzie, Sisters Cindi Foreman, Louise Jarret, and Lise King, as well as CUPW's translators, and members of the following committees: Appendix AA, Transition, and RSMC Negotiations Committees.

Solidarité,



Donald Lafleur  
4<sup>th</sup> National Vice-President

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