



**REPORT OF THE 4TH NATIONAL VICE-PRESIDENT
AND STAFFING DEPARTMENT**

**PRESENTED TO
THE NATIONAL EXECUTIVE BOARD**

JUNE 2010



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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.

111 MSC FORMS

The March 2010 111 forms on compact disks were given to the National Directors during the NEB meeting.

075 ROLL-UP

The March (April) 2010 075 forms on compact disks were given to the National Directors during the NEB meeting. Below is a national breakdown in accordance with the forms.

	Full-Time	Part-Time
Foot routes	9,250	480
Mail mobile	3,262	528
Personnel carriers	33	0
Private vehicles	1,447	26
Meal on route	1,651	1
Relief Letter Carrier	2,447	18
Routers	8	12
Centralized Label Application Modules	139	48
Letter Carrier Assistant	495	319
Average Points of Call (POC)	561 per full time route	313 per part time route
Total Points of Call (POC)	9,104,060	
Total Householder Allowance	161,350 minutes	

NATIONAL EXECUTIVE COMMITTEE-REGIONAL EXECUTIVE COMMITTEE MEETING

The June 2010 NEC-REC Regional Grievance Officers' Sub-Committee meeting agenda is reproduced below:

1. 075's
2. Staffing Comparison
3. RSMC Negotiations
4. Route Restructures
5. National Grievances
6. Modern Post
7. "AA" Committee
8. Edit Book
9. Urban Negotiations
10. Door-to-Door Delivery

APPENDIX "P" – RATIO REPORT

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



Assistance

PROTECTED / PROTÉGÉ
 5/19/2010, 9:25 AM
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: 2010/3

	PTD / PA	YTD / CA
Regular Paid Hours / Heures régulières payées		
Full Time Regular Paid Hrs (A) (HR) / Heures rémunérées – réguliers plein temps (A) (H)	2,089,409	5,508,924
Part Time Regular Paid Hrs (B) (HR) / Heures rémunérées – réguliers temps partiel (B) (H)	491,122	1,292,285
Total Regular Paid Hrs (C=A+B) (HR) / Rémunération totale des employés réguliers (C=A+B) (H)	2,580,531	6,801,210
Termlemp Regular Paid Hrs (D) (HR) / Heures rémunérées – réguliers nommés pour une période déterminée/temporaires (D) (H)	130,627	354,109
Grand Total Regular Paid Hrs (C+D) (HR) / Rémunération totale globale – employés réguliers (C+D) (H)	2,711,158	7,155,319
Casual Sick (HR) / Congé de maladie occasionnel (H)	33,450	101,008
Certified Sick (HR) / Congé de maladie avec certificat (H)	83,718	235,961
Injury on Duty / Accident du travail	26,884	64,168
Special Leave (HR) / Congé spécial (H)	4,717	12,657
Early Departure (HR) / Départ avant l'heure (H)	72	219
LWOP - Sick (HR) / Congé non payé – maladie (H)	9,979	28,532
LWOP - Other (HR) / Congé non payé – autre (H)	40,501	105,870
LOA > 30 Days / Congé de plus de 30 jours	190,775	513,909
Total Absenteeism (E) (HR) / Absentéisme global (E) (H)	390,095	1,062,325
Adjustment Rate (F=E/C) / Taux de rajustement (F=E/C)	0.1512	0.1562
Adjustment Rate % / Taux de rajustement %	15.12	15.62
Alpha (Adjustment Rate - 0.0857) / Alpha (Taux de rajustement – 0.0857)	0.0655	0.0705
Full Time Adjusted Ratio % / Taux rajusté – plein temps	82.19	82.52

A / (Grand Total - (Alpha *C))

Assistance: 1-877-411-8585





Assistance

9515 CUPW Group 1 Paid Hours / Heures payées - STTP groupe 1
 Fiscal Year and Posting Period / Exercice comptable et période comptable: 2010/3
 Full-time Ratio with adjustment factor / Proportion du temps plein avec facteur d'ajustement: 82.52%
 Fiscal year to date / Exercice comptable à jour

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	Time Indeterminate / Temps plein indéterminé			Time Indeterminate / Temps partiel indéterminé			Temporary / Temporaire			Grand Total		Full Time / Temps plein		
	Regular	@ 1.5	@ 2.0	Regular	@ 1.5	@ 2.0	Regular	@ 1.5	@ 2.0	Total	Ratio	Total	Ratio	
Overall Result	5,508,924	41,068	24,064	5,574,056	1,292,285	6,808	3,235	1,302,329	354,109	1,817	621	356,547	7,232,932	76.99
Canada Post Allocation Hierarchy	5,508,824	41,068	24,064	5,573,956	1,292,281	6,808	3,235	1,302,325	354,105	1,817	621	356,543	7,232,824	76.99
Field Operations	5,505,956	41,068	24,064	5,571,088	1,291,992	6,808	3,235	1,302,035	354,098	1,817	621	356,536	7,229,659	76.98
MAJOR PLANTS	3,556,821	21,016	17,483	3,575,319	753,929	3,052	2,158	759,139	173,414	560	261	174,235	4,508,693	79.23
Major Plants Mail Processing	3,455,857	19,746	16,484	3,492,088	706,461	2,665	1,582	710,708	157,831	539	176	158,547	4,561,543	79.99
Major Plant-ATL	178,049	603	976	179,628	46,093	205	162	46,459	12,492	9	21	12,521	238,608	75.24
Major Plants-Atlantic-St. John's	33,409	161	204	33,775	10,033	23	10	10,066	1,457	1		1,458	45,299	74.41
Major Plants-Atlantic-Saint John	30,413	63	145	30,621	5,036	0	3	5,039	2,312			2,312	80,54	
Major Plants-Moncton	40,980	42	41	41,347	9,430	12	21	9,463	3,982			3,982	75.34	
Major Plants-Halifax MPP	73,246	337	302	73,885	21,584	170	128	21,892	4,740	8	21	4,768	100,545	73.56
Major Plant-QUE	693,430	1,171	839	695,440	153,002	109	132	153,244	35,370	54	21	35,445	894,129	78.64
Major Plants-Quebec-Quebec	44,046	826	410	44,050	79,183	61	99	79,343	4,955	19		4,974	57,514	76.65
Major Plants-Quebec-St. Laurent LPP	405,247	347	429	406,482	74,816	24	30	74,810	17,832	19	21	17,832	503,657	80.68
Major Plants-Quebec-St. Laurent PPP	244,137	429	429	244,908	65,356	24	30	65,410	12,583	35	21	12,639	322,957	75.80
Major Plant-HUR RID	595,313	8,187	5,406	608,906	112,021	883	403	113,307	17,304	44	10	17,357	739,570	82.15
Major Plants-HUR/Rid-Ottawa	205,084	1,274	1,618	207,975	46,183	16	5	46,203	7,153	14		7,153	261,331	79.36
Major Plants-HUR/Rid-Hamilton	157,241	3,606	1,333	162,179	27,964	643	254	28,861	2,777	14		2,791	193,832	83.65
Major Plants-HUR/Rid-Kitchener	69,146	921	630	70,697	6,803	26	9	6,838	1,567		5	1,567	79,102	89.20
Major Plants-HUR/Rid-London	91,125	2,041	1,393	94,558	17,010	167	62	17,238	2,321	8		2,333	114,130	82.50
Major Plants-HUR/Rid-Windsor	50,231	84	22	50,337	8,558	24	24	8,606	1,151		(8)	1,143	60,086	83.80
Major Plants-HUR/Rid-Thunder Bay	22,487	261	411	23,158	5,504	7	50	5,561	2,334	23	13	2,370	31,089	74.15
Major Plant-GTA	1,023,711	763	3,476	1,027,951	214,720	300	524	215,545	8,966	0	0	8,966	1,252,461	82.07
Major Plants-Toronto-Gateway	471,011	391	2,236	473,637	105,984	301	524	106,819	8,934	0	0	8,934	589,390	80.39
Major Plants-Toronto-South Central	552,700	373	1,241	554,314	108,726	(1)	263	108,726	43,422	32		43,422	722,416	83.56
Major Plant-PPA	547,057	5,153	3,432	555,642	121,946	750	263	122,959	20,564	319	75	43,816	722,416	78.79
Major Plants-Prairie-Winnipeg	136,132	2,465	628	139,225	24,695	454	65	25,214	4,505	207	45	20,816	185,255	75.05
Major Plants-Prairie-Regina	44,000	825	154	44,979	12,640	89	44	12,774	4,505	21	2	4,528	62,280	71.96
Major Plants-Prairie-Saskatoon	35,372	72	105	35,548	9,953	6	8	9,967	1,423			1,423	46,938	75.67
Major Plants-Prairie-Edmonton	167,969	957	1,678	170,005	39,043	165	140	39,348	7,335	32	12	7,406	208,948	79.26
Major Plants-Prairie-Calgary	164,184	834	867	165,885	35,614	36	6	35,656	7,335	60	17	7,406	208,948	79.26
Major Plant-PAC	418,297	3,889	2,355	424,522	58,679	418	98	59,195	40,278	113	51	40,442	524,159	80.87
Major Plants-Pacific-Vancouver PPP	127,666	231	519	128,446	14,065	56	56	14,121	4,224	20	10	4,256	146,822	87.47
Major Plants-Pacific-Vancouver LPP	249,051	3,087	1,720	253,857	35,008	282	11	35,281	27,496	20	10	27,526	316,664	79.94
Major Plants-Pacific-Victoria	41,551	552	117	42,219	9,607	156	31	9,793	8,559	93	9	8,661	60,673	69.58
Major Plant PDSL	69,487	1,263	998	71,749	44,499	388	575	45,462	15,268	18	80	15,365	132,576	53.76
Plant Maintenance (PM)	30			30										
Plant-Other	11,198			11,198	2,932	37		2,932					14,130	79.25
PC&R	248	6	1	255					315	3	5	323	578	44.05
C&D Facilities	1,020,461	11,245	3,234	1,034,940	364,409	2,877	819	368,105	108,798	701	212	109,712	1,512,757	68.32
C&D-Depots	779,518	8,225	2,151	789,894	284,580	2,186	516	297,282	84,064	524	80	84,668	1,171,843	67.31
				YTD CA										

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Full Time 5/19/2010, 10:26 AM

	Time Indeterminate / Temps plein indéf			Temporary / Temporaire			Grand Total	Ratio
	Regular	@ 1.5	@ 2.0	Regular	@ 1.5	@ 2.0		
Cost Center - AHN	10,775		10,775	273		273	11,047	97.53
C&D-MISC Operations	230,169	3,020	234,272	69,556	691	303	24,733	70.94
C&D-Depots-Other	876,871	8,137	887,910	151,350	787	203	63,828	80.30
RETAIL OPERATIONS	875,709	8,122	886,729	151,350	787	203	63,760	80.28
Corporate Outlets	3	0	3	1	0	1	4	83.75
Dealers	1,159	15	1,179	23,011	91	55	67	94.55
RBM's	66,253	653	67,349	4,783	23	8	159	68.52
Operations LAD/LAM/LAS	14,401	42	14,448	4,783	23	8	1,486	100.00
Ops LAD/LAM/LAS/SUPts - Atlantic	4,309	35	4,346	804	54	34	193	69.74
Ops LAD/LAM/LAS/SUPts - Quebec	34,882	548	35,588	10,421	54	34	4,406	81.21
Ops LAD/LAM/LAS/SUPts - Prairie	1,958	5	1,963	570	8	1	122	77.45
Ops LAD/LAM/LAS/SUPts - Pacific	9,204	(4)	9,209	6,454	7	13	2,541	77.45
Ops LAD/LAM/LAS/SUPts - Huron Rideau	1,500	28	1,796	(708)	0	0	1,338	54.15
Field Ops Residual	5,550	17	5,570	(708)	0	0	688	100.00
Ops ind-C&D	(1,557)	17	(1,537)	(708)	0	0	(1,557)	(95.65)
Ops ind-Deliv & Retail	400		400				400	100.00
Ops ind-Reg GM's	512		512				512	100.00
Ops ind-Transp	6,195		6,195				6,195	100.00
Marketing Sales & Service (with GM CHS)	2,640		2,640				2,640	100.00
Others	2,640		2,640				2,640	100.00
Serve Related Cost Centres	2,640		2,640				2,640	100.00
RETAIL GM HO								
MSS RET NETWORK DIR HO	229		229	290			290	126.64
Residual - All Other	14		14				14	77.41
VP GOVT RELATIONS & POLICY	14		14				14	77.41
GM RURAL & SUBURBAN MAIL DELIVERY	7		7	0			8	97.63
SVP TRANSACTION MAIL	5		5				5	100.00
GM ENTERPRISE SOLUTIONS	2		2	0			3	93.08
GM MULTI CHANNEL SOLUTIONS	9		9				9	100.00
VP COMMUNICATIONS	9		9				9	100.00
GM COMMUNICATIONS STRATEGY	114		114	20			133	85.37
SVP POSTAL TRANSFORMATION	114		114	20			133	85.37
POSTAL TRANSFORMATION LABOUR	2		2				2	100.00
GM ADDRESSING & DELIVERY	2		2				2	100.00
OPS OPERATIONAL ASSETS DIR HO	83		83				84	98.22
SVP HUMAN RESOURCES	3		3				3	100.00
GM OCCUPATIONAL HEALTH AND SAFETY	80		80	268			82	98.16
GM HUMAN PERFORMANCE EXCELLENCE OPS				268			268	100.00
RSMC HEALTH & SAFETY				268			268	100.00
RSMC H&S COMMUNITY OUTREACH & CUST SERV				2			2	100.00
Corporate View				2			2	100.00
NEGOTIATIONS				4			4	100.00
Not Assigned Cost Center - AHN (s)	100		100	4			108	92.38

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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		
Regina Depot 1	A	+1	-1	SQ5	SQ0	110.10%	110.10%	110.56%	SQ0	+5
<p>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</p> <p style="text-align: center;">Please note: “+” before a number = increase; “-” = decrease; SQ = status quo</p>										

DOOR-TO-DOOR MAIL DELIVERY

The Hamilton Local continues to pressure MPs and MPPs to support improvements in postal services, including the expansion of door-to-door delivery. Ken Heydrich’s letter to David Christopherson, Postal Critic for the NDP, dated April 14, 2010 is reproduced on the attached CD. Reproduced below are David Christopher’s and Andrea Horwath’s letters to Ken Heydrich. As can be seen, they are both supporting the union’s job creation initiatives.



David
Christopherson, M.P.
Hamilton Centre

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May 7, 2010

Mr. Ken Heydrich
CUPW Local 548
200-1130 Barton Street East
Hamilton ON L8H 7P9

Mr. Heydrich,

As Member of Parliament for Hamilton Centre, I am writing to offer my support for the efforts of CUPW Local 548 to have the Community Mail Boxes located at 1983 Main St. W., 50 Dundurn St. N., and 55 Frid St converted to door-to-door delivery.

Door-to-door delivery in these areas would bring the service standards in line with what is mandated in the Canada Post Corporation Act. As you know very well, Canada Post is required to provide the same standard of service to similar communities.

Despite the many petitions by local customers currently being served by these Community Mail Boxes, and support from local Canada Post management, Canada Post still refuses to make the switch to door-to-door delivery.

I believe that Canadians deserve a strong, public postal service that provides a high level of service to everyone, as mandated in the Canada Post Corporation Act. I am opposed to any measures that could weaken our postal service, and fully support your efforts to ensure that Canada Post lives up to its commitments to Canadians.

Sincerely,

David Christopherson, MP
Hamilton Centre

cc: Mark Platt, President, Local 548

**Andrea
Horwath**
MPP Hamilton Centre

May 10, 2007

Mr. Ken Heydrich
CUPW Hamilton Local 548
200-1130 Barton St. E
Hamilton, ON
L8H 7P9

Dear Mr. Heydrich:

It was a pleasure meeting with you to discuss mail delivery service in my riding of Hamilton Centre.

I am disappointed and concerned that there are locations in my riding where residents are not provided equal service and must use Community Mail Boxes rather than having their mail delivered by a letter carrier directly to their door. I support the Canadian Union of Postal Workers in their petitioning Canada Post to improve delivery service.

I believe that all residents in the riding of Hamilton Centre should benefit by door to door delivery. I also agree that if Canada Post is intending to invest profits to modernize they should also be investing profits to improve delivery to all Canada Post customers.

I would like to thank you for the work you are doing on behalf of the residents in my riding who have expressed their concerns over the lack of door to door mail delivery service.

Sincerely,



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Andrea Horwath, MPP
Hamilton Centre





APPENDIX AA

The Appendix AA Committee made a presentation on Modern Post to the National Work Measurement Committee (NWMC) and to the National Health and Safety Committee (NHSC) at their respective meetings on May 15th. On May 16th, they made another presentation to the NWMC, specifically on all of the AA Committee’s projects in the past 10 years. A copy of the presentation is reproduced on the attached CD.

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.

DIRECTORY BOOK 10

Below is a CPC memo announcing the corporate decision to abolish the use of directory book 10’s. The Union was notified at National Consultation and objected to this reduction in postal services. CPC pointed out that the language of Chapter 3 of the LCRMS manual gives management the discretion to make use or not at the directory books.

 From anywhere... to anyone	 De partout... jusqu'à vous
Urban Services Bulletin	Bulletin des Services urbains généraux
Vol.10 No.06	Vol.10 , N°06
<p><u>SUBJECT:</u> Abolition of Book 10.</p> <p>On Wednesday May 12, 2010 we notified National CUPW at National consultation that CPC will no longer support the usage of the book 10 or any other documents i.e. apartment lists in order to find addressing information when an item has an incomplete address. Effective immediately no time value will be given for this activity during the volume count.</p> <p>We are emphasizing the policy to deliver as address. If the delivery employee knows the complete address (best effort) must deliver the item.</p>	<p><u>OBJET:</u> Abolition des livres 10.</p> <p>Mercredi le 12 mai 2010, nous avons avisé le syndicat national du STTP durant la consultation national que la SCP ne supporterai plus l’usage des livres 10 ou de tout autre document qui pourrais servir à trouver des renseignements d’adresses lorsqu’un item a un adresse incomplète. Dès maintenant, aucune valeur de temps ne sera donné durant la mesure du compte de volume pour cette activité.</p> <p>Nous mettrons l’emphase sur la politique the livrer tel qu’adressé. L’employé de livraison qui a les connaissances nécessaires pour livrer l’item (meilleur effort) doit le livrer.</p>



NATIONAL WORK MEASUREMENT COMMITTEE

AGENDA FOR NWMC MEETING – MAY 15 AND 16, 2010

Reproduced below is a copy of the agenda for the NWMC meeting of May 15 and 16, 2010.

SATURDAY, MAY 15, 2010

- 9:00 Welcome
- 9:15 4th National Vice-President's Report
- 10:30 BREAK
- 10:45 National Union Representative's Report
- 11:15 RSMC Negotiations – Meeting with members of the Transition Committee and RSMC Negotiations Committee
- 12:15 LUNCH BREAK
- 13:15 Route Restructures
- 13:45 NWMC Member's Reports
- 15:15 BREAK
- 15:30 Modern Post
- 16:00 Appendix AA Committee
- 17:00 ADJOURNMENT
- 18:00 Dinner at Carmello's Italian Restaurant & Bar
(with members of the National Health & Safety Committee)
300 SPARKS STREET, OTTAWA, ONTARIO
TELEPHONE: 613-563-4349, WEBSITE: [HTTP://WWW.CARMELOS.CA/](http://www.carmellos.ca/)

SUNDAY, MAY 16, 2010

- 9:00 National Grievances
- 10:00 LCRMS Manual
- 10:30 BREAK
- 10:45 LCRMS Manual (Cont.)
- 11:15 Bar Charts
- 11:45 SLB Sampling
- 12:15 LUNCH BREAK
- 13:15 Edit Book
- 13:45 Urban Negotiations
- 14:45 BREAK
- 15:00 NWMC Member's Reports
- 15:45 Recommendations of the NWMC to the National Executive Board
- 16:30 ADJOURNMENT

A full NWMC report and recommendations will be handed out to the members of the NEB at the August meeting.

RECOMMENDATIONS

Urban Negotiations

WHEREAS: CUPW is entering negotiations next fall;

WHEREAS: the regional conferences are taking place at the end of June 2010;

WHEREAS: work measurement is key to the Union's ability to maintain and create jobs;

WHEREAS: we need to work at a safe and reasonable pace;

THEREFORE BE IT RESOLVED THAT: we recommend that the following demands be considered for inclusion in the Union's program of demands for next fall.

- The 8 hour day for Letter Carriers and we maintain the LCRMS.
- We want access to Georoute and any other LCRMS programs.
- We want paid observers involved in all stages of the route restructure.
- We want full time values for householders and we should use the money from the per piece payments to achieve this job creation and health & safety demand.
- We want to renew appendix A for all groups.
- We want the 120 points of call mail volume index back.
- We want customer contact to be a contractual obligation.
- We want a list of priorities for 17.04 other means.
- We want stronger language in appendix LL.
- We want the ability to use information from the sequencing data for article 50 verifications.
- We want compensatory time for all groups and a calendar like annual leave for comp time.
- We want CPC to maintain directory book 10s.

RSMC Negotiations

WHEREAS: RSMC negotiations are ongoing;

WHEREAS: equity is our main objective;

WHEREAS: CPC continue to stall the negotiations process;

WHEREAS: an injury to one is an injury to all;

BE IT RESOLVED THAT: the NWMC fully support the RSMC Negotiating Committee.

National Door-to-Door Mail Delivery Campaign

WHEREAS: CUPW needs to create jobs to off set the job loss Modern Post will generate;

WHEREAS: Door-to-door mail delivery is a much better service;

WHEREAS: CUPW has been attempting to have door-to-door mail delivery expanded and has been successful in doing so for years;

WHEREAS: CPC plans on reducing its labour costs by 350 million dollars a year;

BE IT RESOLVED THAT : CUPW organize a nation wide door-to-door delivery campaign, leading up to the next round of negotiations, that includes a public, a media and a political approach.

MAIL SERVICE COURIER WORK STRUCTURING SYSTEM

SLB SAMPLING

The employer is conducting a sampling exercise to validate the current interim standards for clearing E-94 and E-95 SLBs. These boxes contain plastic containers. The full container is exchanged for an empty one during the clearance process. These boxes are in place in Toronto, London, Windsor, Winnipeg and other locations in southern Manitoba. The employer appears to want to implement these new boxes from coast to coast within the next few years.

The sampling is being done in Windsor, London, and Toronto. The Windsor sampling is complete. Toronto is underway, and London will start in June. CUPW has observers paid by the employer. Brother MacKenzie has been to all three locations to participate in meetings at the local level with the employer and to train CUPW's observers.

RPOs are also being sampled.

Related to this, CPC has given CUPW a 29.03 b) notice indicating that they wish to have all SLBs cleared using the containers referenced above. In most cases, this will mean that the containers will be used as part of a transition process toward placing them in boxes. CPC says that they will be phasing in the boxes over the next few years. CUPW has objected to this process on the basis of possible health and safety issues, and because there are no time values corresponding to this new work method. The work method is different from either clearance with bags, or clearance of the boxes that contain the containers. CPC says that they plan to use the time values in place for clearance with bags, which are currently lower than the interim values for clearance of SLBs with containers. We are reviewing the issues to determine our strategy on this issue.

MSCS AND 17.04

In the last year or so, CPC has started to not cover the absences of full time parcel delivery MSCs on lighter volume days if there are no available relief MSCs. The work is simply moved to the other full time routes in the loop. This is a violation of clause 17.04, and was not part of the changes that were negotiated in 2003 to be implemented with the Parcel Model.

A Hamilton Local grievance has been referred to formal arbitration in front of Arbitrator VonVeh. The first hearing date was in April 2010. It continues on June 11, 2010. Brother MacKenzie will be testifying and assisting the Ontario Region on this file.

RURAL AND SUBURBAN MAIL CARRIERS

NEGOTIATIONS

The Minister of Labour has appointed Brian Keller as the interest arbitrator. Mr. Keller has extensive experience as an arbitrator and also has experience with labour relations at Canada Post as he chaired the review of the bargaining units at Canada Post in the mid to late 1980s. A number of arbitration dates (June 22, August 17 & 18) plus a number of possible dates (June 7, 8, 25, 28 and July 12 & 13) have been offered by the arbitrator, with the parties holding discussions to agree on their availability.

Also following Keller's appointment the parties have had some exploratory discussions about re-starting negotiations. During those discussions the Union insisted that any return to the bargaining table was predicated on the employer dropping its short-term disability (STD) proposal.

The Negotiating Committee members left Ottawa at the end of April however, during the first two weeks of May, they continued to meet with members in various locals from their respective Regions. The office is still receiving completed questionnaires from the field but the need for completion of these questionnaires by more individual members will need to continue to be stressed by Regional Offices.

Once the parties have agreed on arbitration dates the first part of the arbitration will be taken up with the employer's preliminary objections. At this time it has two objections. The first objection being that the arbitrator does not have jurisdiction to deal with non-monetary matters while the second is that the arbitration cannot begin the arbitration process until all national grievances pertaining to the financial cap are resolved. Although this latter objection was upheld by the arbitrator during the last re-opener the Negotiating Committee believes that the differences in circumstances between that re-opener and the current round will result in a different outcome.

Below is a copy of a Toronto bulletin concerning an RSMC information picket line taking place on June 9th:

A list of adverse effects was developed to discuss with Gaston Nadeau, CUPW's counsel on this matter. Discussions covered the two bundle delivery method, householder delivery, work inside letter carrier depots, and some of the many problems caused by CPC's plans for letter carriers to share cases.

Brother MacKenzie, the Appendix AA work group and I have been involved in these discussions.

LCRMS MANUAL AND STANDARDS

Discussions are continuing to finalize the Modern Post versions of the LCRMS Manual. There are changes to Chapters 1, 3, 7, 9, 10, and 11. There are other changes related to changes in the Georoute software to chapters 3, 4, and 5. The two new sets of changes are currently being merged into one version. The parties are near agreement on the English versions. The new versions will be sent to the field as soon as they are finalized in both languages.

The parties are also on the verge of agreement to the new Chapter 16 -- or to agreement on a version that reflects the decision of Arbitrator Ellis. This chapter will allow the Corporation to restructure routes based on estimates of machine-sequenced mail volumes, subject to certain limitations imposed by Ellis.

Work on the interim Modern Post time values is almost finished. Finalization has been held up because the Corporation challenged Engineer Bishop's adjudication decision in regard to rolling down windows at each MM stop. CPC claimed that the decision was ambiguous and attempted to present some alternative arguments that had not originally been put forward. Bishop rejected CPC's assertions and agreed with the Union that his decision was clear. There are also some other time values for which CPC's rollup contained errors. Some of these issues have been resolved, but a few remain outstanding. We await CPC's final responses.

Brother MacKenzie, the Appendix AA work group and I have been working on these files.

INTIMIDATION, THREATS, HARASSMENT, DISCIPLINE, ABUSIVE MANAGEMENT RIGHTS, INCOMPETENCE, ETC.

The following article appeared in the April 23, 2010 Québec Region's "Vision Éclair" publication, N° 253.

Another Even More Disgusting Example

A brother with 37 years of experience as a letter carrier was suspended in April. His crime? Conscientiously doing his work and providing excellent service, but, especially, claiming a little of the overtime he'd done on his route to be able to do his job properly.

Of course, he was called to an interview, where the employer boldly suggested that, being too old to do foot route, he should accept a motorized route – or take retirement! So much for respect or recognition!

Well, that's the kind of employer we're dealing with. But if there's one good thing this shows, it's how our members from the Léon-Hamel post office are able to pull together. They were so disgusted, they've decided to do everything they can to stop this from happening again.

In a show of support, members from the Local and Regional Office met with workers at the Léon-Hamel post office three times in the past week. And they will continue to go back to the office as often as they have to to demonstrate their support.

One thing is clear. Our members won't put up any more with the thuggish, "Tonton Macoute" attitude shown by CPC supervisors.

When CPC behaves like this without any respect for senior employees it becomes clear their objective is to push us out the door to make room for machines and eliminate jobs through attrition. If we are ready to retire leaving is not a problem but if not we must stand up for our rights no matter how old or how much seniority we have.

It is completely unacceptable for CPC or any other employer to treat senior employees with such disrespect. We have given a big part of our lives to provide a service and we will not allow the employer to just push us out.

CONSULTATION

CONSULTATION INFORMATION ON THE "I" DRIVE

Documents relating to National Consultation are posted on the Union's computer system at the following location: "I:/Consultation Minutes". The information is available to all members working in the regional and national offices. This information includes minutes of consultation meetings as well as all supporting documentation.

NATIONAL CONSULTATION ISSUES

Below is a list of staffing topics that were discussed at National consultation since the last NEB meeting:

Urban – May 12, 2010

- Shepell FGI Regional Health Communications
- Change to the Corporate Vehicle Operator Permit (VOP) Validity Period
- Letters of Offer Process

- Technological Change Notice 29.03b) Mail Consolidation Project for Local Areas
- Follow Ups and Others
 - Manulife
 - 14.29 Report
 - Managing Excessive Absenteeism Guide – CUPW feedback
 - Grievance # 560-07-00163
 - Saskatoon Local
 - CUPW Media Handoffs
 - CPC International Mail Contingencies
 - A-62 Training – Sudbury
 - Clause 26.06
- Drivers License Approach Update
- Delivery Support Issues
 - Appendix E – Coburg
 - Book 10s
 - A-32 Divider MOA
 - Dynamic Assessment
 - 075s
 - U/A Shortages while on route
 - Doors 5' Time Value
 - Time for Security measures
 - MLC Parcels between doors
- Ombudsman's Annual Report
- Implementation of Fuelling Standard
- PDSL Update - Delivery Manifest
- Retail Issues
 - Dealership Notice (1)
 - Station R and Don Mills
- Employment Equity Self-identification Questionnaire

EDUCATION

LETTER CARRIER ROUTE MEASUREMENT SYSTEM (LCRMS)

In late April and May, I have co-facilitated the 5 day LCRMS course, with Sister Coleen Jones, for participants in the Pacific and Prairie regions, as well as a 1 day Modern Post LCRMS course with Brother MacKenzie in Toronto and another 1 day LCRMS with Brother Rick Coffin in Kingston.

HIGH SCHOOL

Brother Hénault and I facilitated the “what do unions do” course at Béatrice Desloges High School on May 26, 2010.

NATIONAL GRIEVANCES

SUBURBAN COLLECTIVE AGREEMENT

N00-06-R0006

ARTICLE 35

RSMC PENSION CONTRIBUTIONS & FINANCIAL CAP

Arbitrator Steward will hear Brother Bickerton's cross examination on June 16th. The Union has 2 more witnesses who are actuaries. They will be heard next fall. The parties are looking at 8 hearing dates spanning from September to December 2010.

PENSIONS

PENSION ADVISORY COUNCIL (PAC)

The Pension Advisory Council met on May 12 and 13, 2010. All representatives from PSAC and CUPW were wearing black t-shirts with the slogans "NO TO PRIVATIZATION" and "LET'S STICK TOGETHER" stickers on May 12th. The presentation on the defined contribution pension plan, CPC just forced management types to accept, convinced us all that we had a good defined benefits pension plan. A copy of the presentation entitled "The Canada Post Defined Contribution (DC) Pension Plan, Education Session to the Pension Advisory Council" dated May 12, 2010, is reproduced on the attached CD.

The Union representatives distributed and commented on the following documents:

- CLC's Canada's Economy;
- Danish Banks to Divest From Israeli Companies;
- Scandanavian Financial Institutions Drop Elbit Due to boycott, divestment and sanctions (BDS) pressure;
- World's top firms cause \$2.2TN of environmental damage, report estimates;
- SHARE, What investors need to know about reclamation risks in the oil sands;
- Global institution big-hitters join climate change asset allocation study.

We also questioned the pension plan's investments in Motorola, Northrop Grunman, L3 communications, Tesco and Caterpillar for their role in the Palestinian occupied territories. The documents are reproduced on the attached CD.

Agenda – May 13, 2010

The 22nd meeting of the Pension Advisory Council was held on May 13, 2010. Reproduced below is a copy of the agenda.

GENERAL

1. Call to order / Chairperson's remarks
2. Minutes of a previous meeting (February 11, 2010)
3. Business arising from previous meetings
 - LWOP
 - Retiree representation at Pension Advisory Council

INFORMATION

4. Pension Plan Communications
5. Pension Advisory Council Education Program
6. Canada Post Retirement Planning Seminars (Q1 2010)
 - "Planning your Retirement" e-learning module
7. Pension Investment Reports (Q4 2009)
 - Investment Division Report
 - Investment Performance Summary
 - Report on Equity Holdings
 - Pension Plan Funding Update
8. Pension Services Reports
 - Quarterly Performance Report for Pensioners
 - Pension Centre Monthly Performance Report
9. Pension Services and Pension Investments Operating Expenses 2009 Q4 (December) Actual
10. Other Business

Pension Plan Communications

Upcoming planned communications include the following:

- Canada Post Pension Plan 2009 Annual Report
 - *Distribution in May 2010*
- Pension Plan News
 - *Distribution in June 2010*
- InTouch
 - *Distribution in June 2010*

We will include more information from this meeting in the August NEB report.

CANADIAN LABOUR CONGRESS

Reproduced on the attached CD is a CLC document entitled "Security, Adequacy, Fairness: Labour's Proposals for the Future of Canadian Pensions". The topics covered are:

Introduction

1. Double benefits for the Canada Pension Plan (CPP)
2. Increase low income public pensions (GIS) by 15% so no senior lives in poverty

3. Protecting Canadian pensions through a federal system of pension insurance

Details of Labour's Proposed Plan

1. Double benefits for the Canada Pension Plan (CPP)

Summary

Why we need it

- 1.1 The CPP offers secure and predictable pension benefits
- 1.2 The CPP offers portability of pension benefits across jobs
- 1.3 The CPP offers a pan-Canadian solution to a pan-Canadian problem
- 1.4 An improved CPP offers the most for young workers
- 1.5 The CPP offers protection against the rising costs of living
- 1.6 CPP is a better deal than costly RRSPs
- 1.7 An enhanced CPP will shore-up employer plans. How it would work

2. Increase low income public pensions (GIS) by 15% so no senior lives in poverty

Summary

Why we need it

How it would work

3. Protecting Canadian pensions through a federal system of pension insurance

Summary

Why we need it

How it would work

Conclusion

ENVIRONMENT

COPENHAGEN CLIMATE CHANGE

Reproduced on the attached CD is a copy of a letter dated March 3, 2010 from Jim Prentice, the Minister of the Environment, to my attention. The letter is in reply to mine in which I was denouncing the Canadian government's position on climate change. The minister is not surprisingly defending the Conservative government's actions.

GREEN ECONOMY NETWORK

Reproduced on the attached CD are the GEN Platform Development Matrix, the GEN Policy Asks – efficiency renewable transit and rail financial, and GEN list of 25 target cities. These documents were discussed at the May 27 meeting.

A follow up report will be prepared for the August NEB.

COCHABAMBA CLIMATE CHANGE CONFERENCE

Cochabamba Report

A complete report will be provided at the next NEB meeting. I have reproduced on the attached CD a document entitled “Universal Declaration of the Rights of Mother Earth” which will be attached as an addendum to the final report.

Also reproduced on the CD are documents entitled “The Cochabamba Protocol: People’s Agreement on Climate Change and the Rights of Mother Earth”, “World People’s Summit Calls for a Climate Justice Tribunal”, “World People’s Conference on Climate Change and the Rights of Mother Earth - Peoples Agreement”, and “A New Climate Movement in Bolivia” by Naomi Klein.

Working Groups Conclusions

There were 17 official working groups at the event which are listed below. A copy of the conclusions for each workshop is reproduced on the attached CD.

1. Structural Causes
2. Harmony with Nature
3. Rights of Mother Earth
4. Referendum
5. Climate Justice Tribunal
6. Climate Migrants
7. Indigenous Peoples
8. Climate Debt
9. Shared Vision
10. Kyoto Protocol
11. Adaptation
12. Financing
13. Development and Transference of Technology
14. Forests
15. Danger of Carbon Markets
16. Strategies for Action
17. Agriculture and Food

Bolivia Solidarity Network (BSN)

I participated in the Report Back from Cochabamba, organized by the Bolivia Solidarity Network in Toronto on May 7th. The speakers were Robert Lovelace of the Algonquin First Nations; Ben Powless of the Mohawk, Six Nations; Kimia Ghomeshi of the Canadian Youth Climate Coalition; and Danny Beaton 2010 recipient of the National Aboriginal Achievement Award for Environment and Natural Resources.

The meeting took place in the United Steelworker's hall on Cecil Street in Toronto. The hall was packed with approximately 200 participants. On the walls of the hall were banners with the following statements:

“STOP THREATS AGAINST VENEZUELA”, and
“STOP KILLING PERU'S INDIGENOUS PEOPLES”

The Canadian Youth Climate Change, CAW, Kairos, Common Frontiers and the Toronto Haiti Action Committee are affiliated to the BSN.

Brother Raul Burbano who was the MC reminded us that the Cochabamba meetings were great, that Copenhagen was all about money, that capitalism was the problem, it was all about profits before nature, and everything was becoming a commodity.

We then heard music and poems (GREAT LYRICS) by the group RED SLAM COLLECTIVE. They can be reached at redslamcollective@gmail.com. I believe they would be great for union events including at our national convention.

We then watched a video on the opening and closing ceremonies in Cochabamba entitled “Living Well”. This included segments on Presidents' Morales and Chavez's speeches.

We were invited to a mining justice conference which was taking place in Toronto over the coming weekend. There were guests from Honduras, Guatemala, and Chili.

We were reminded that 2 of the major recommendations coming out of Cochabamba were to have a Global referendum on Climate Change, and we need a World Tribunal to prosecute offenders.

The speakers reminded us that the G8 and G20 meetings were coming, that emissions had gone up by 34% in Canada and 11% in the world since 1990, that indigenous people are being killed for trying to protect the land, and that the Amazon is being destroyed. In Peru the government is declaring protected areas and kicking indigenous people who live in harmony with nature off their land. “The people of Bolivia are the hardest working people I've ever seen”, was one of the last things Brother Lovelace said.

For more information, contact: torontoboliviasolidarity@gmail.com

CANADIAN CENTRE FOR POLICY ALTERNATIVES (CCPA)

Private Gain or Public Interest – Reforming Canada's Oil and Gas Industry

A document entitled “Private Gain or Public Interest – Reforming Canada's Oil and Gas Industry” is reproduced on the attached CD. This paper is about the benefits of nationalizing the oil and gas industry in Canada.

About the Authors

David Thompson is an independent public policy consultant and a Parkland Institute Research Associate. He has post-graduate degrees in law and economics, and has worked in government, the private sector and the not-for-profit sector.

Keith Newman is Director of Research for the Communications, Energy and Paperworkers Union of Canada. He has an undergraduate degree in chemistry and a postgraduate degree in economics and has worked in the private sector and for unions and non-governmental organizations.

Index

Reproduced below is the index.

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- Section One
 - Problems created by the oil and gas industry
- Section Two
 - A deeper systemic problem:
 - The Private-interest corporation
- Section Three
 - A public-interest industry
 - How would the transformation be carried out?
 - Public, private or mixed ownership?
 - Rent entitlement, and producing and consuming regions
 - Stakeholder involvement
 - A new mandate
 - Preparing for the transformation
- Section four
 - Conclusions
- Appendix
 - Corporate Valuation
- Notes

Synopsis

Reproduced below is the synopsis.

Canada's oil and gas industry creates significant environmental, social, and political problems for Canadians. This is partly due to the nature of the for-profit, private-interest business corporation, which dominates that industry. The business corporation has a mandate to maximize share value and profits, and this translates into boosting consumption and externalizing costs.

Some of the problems can be resolved by purchasing the industry and converting it to an industry aimed at serving a broader public-interest mandate. Legally and financially, the transformation would be relatively straight-forward, and there are precedents.

An interesting set of design questions warrants further discussion: the type of ownership (whether public or private, or a mix), rent entitlements and federalism, stakeholder involvement, specific mandate elements, and preparations for the transformation.

For more information please go to:

Parkland Institute – www.ualberta.ca/parkland

The Canadian Centre for Policy Alternatives – www.policyalternatives.ca

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 Negotiation Committee.

Solidarité,



Donald Lafleur
4th National Vice-President

DL/lk-cope 225