

From: Francois Paradis

Sent: October 26, 2018 2:36 PM

To: McDonald, Jessica L. <Jessica.L.McDonald@canadapost.postescanada.ca>

Cc: Chris Aylward <Aylwardc@psac-afpc.com>; Morna Ballantyne <BallanM@psac-afpc.com>; Claudia Labonte

Subject: CUPW Strike - STDP, LTD, and Suicide.

Good day Jessica,

Please note that we issued the following statement yesterday:

<https://link.spamstopshere.net/u/84a9bdab/vCXTLk7Z6BGAFqLIKeAQAw?u=http%3A%2F%2Fwww.upce-sepc.ca%2Fen%2Fcontent%2Fcupw-rotating-strikes>

In addition, we started the distribution of our collective agreement at Head Office this morning and spoke with our members who work in AccessHR. The number of calls processed by our members has increased substantially since the corporation's notice that it would discontinue a number of benefits for CUPW represented employees. The increase in calls is an important issue that has potential impacts for our members, but the nature of the calls is even more concerning. Our members are taking calls from CUPW represented employees who have lost access to STDP (not only for new claims, but kicked off the plan during active claims), LTD, and other sick leave provisions. Some CUPW represented employees in this situation have reported, because of this corporate decision, despair and depression with consideration to suicide. The corporation had to bring EAP onsite to AccessHR as it recognized the troubling nature of the calls. This is brutal and fails to meet the threshold of basic human decency. The fact that there's a labour dispute does not make this horrendous and cruel decision morally palatable.

Who is making these decisions? Is it senior management? If it's a contingency group, why are they being allowed to make these decisions? Is the decision-maker still employed? Is the corporation attempting to create some pressure by penalizing our most vulnerable employees with disabilities? How does this fit with respectful or harassment-free workplaces?

This is absolutely disgusting.

François Paradis

UPCE National President / Président national, SEPC

Tel: [\(613\) 560-4425](tel:6135604425) Fax: [\(613\) 594-3849](tel:6135943849)

Toll Free / Sans frais: [\(877\) 841-9998](tel:8778419998)

www.upce-sepc.ca