

Canadian Union Of Postal Workers Vancouver Local

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Depot 74 Plan C Letter Carrier Restructure

On Wednesday, August 22, 2007, Depot 74 management informed the Union of its imminent plans to conduct a Plan C restructure. A Plan C restructure is minor restructuring exercise that is usually used to address growth and over-assessed routes between major restructures. In most cases, a Plan C restructure entails taking portions off over-assessed routes and reassigning those duties to other routes.

According to Canada Post, it has recently updated certain time values incorporated into Depot 74 Letter Carrier routes. Canada Post implemented those time values in June 2007. As a result of the updates, there has been a significant increase in over-assessed routes. There are now 43 full-time routes that are assessed at 495 minutes or greater and 5 part-time assessed at 360 minutes or greater. A more precise breakdown is as follows:

May-07		June-07		+ / -
Full-Time Routes		Full-Time Routes		
Over 495 minutes	20	Over 495 minutes	43	+23
Over 490 minutes	6	Over 490 minutes	8	+2
Over 485 minutes	13	Over 485 minutes	8	-5
Over 480 minutes	18	Over 480 minutes	7	-11
Under 480 minutes	23	Under 480 minutes	14	-9
Total	80	Total	80	
Part-Time Routes		Part-Time Routes		
Over 360 minutes	2	Over 360 minutes	5	+3
Under 360 minutes	15	Under 360 minutes	12	-3
Total	17	Total	17	

Why is a Plan C Restructure necessary?

There are several reasons why a Plan C restructure has now become necessary. Article 50 of the collective agreement states that a *"reasonable effort will be made to adjust a route which is over-assessed by fifteen (15) minutes or more within three (3) months"*. Accordingly, any full-time routes that are assessed at over 495 minutes must now be adjusted.

The Letter Carrier Route Measurement System Manual (LCRMS) requires Canada Post to convert any part-time route assessed at greater than 360 minutes into a full-time route. The LCRMS is incorporated into the collective agreement by reference and thus requires Canada Post to convert part-time routes into full-time routes under these circumstances.

Canada Post will not conduct a major restructure at this juncture in time because it has already scheduled a major restructure for Depot 74 (including volume count) in the fall of 2008. Depot 74's volume count and restructure will immediately follow the completion of the *"120 Points of Call"* mail volume count (MVI). The *"120 Points of Call"* (MVI) is currently being conducted on selected routes at Depot 74 as part of a joint project to improve upon the process currently being used to index mail volumes during volume counts. The *"120 Points of Call"* (MVI) commenced on July 8, 2007 and will run for 52 weeks. Until it is completed, Canada Post will not do a major restructure.

What caused Depot 74 routes to increase in assessed value?

Depot 74 is a unique facility largely because of its householder volumes. Since its householder receipts are among the highest in Canada, the time values associated with unaddressed admail are also among the highest in Canada. Other stations in Vancouver have not been impacted in quite the same



manner and to the same degree as Depot 74. There are several predominant reasons why Depot 74 route assessments increased in value:

1) Householder preparation times - Every six months, Canada Post is required to update time values for householder preparation (householder time values are found in column 17 of the "*Summary of Adjusted Individual Route Assessment*" [form 075]).

As part of its review, Canada Post must determine the number of occasions on which Letter Carriers received three (3) or more sets of unaddressed admail per day. On that basis, Canada Post must apply the

process prescribed in the LCRMS to calculate the householder preparation times applicable to each period of review. The updating must take place each April and October, based on the admail volumes of the preceding twelve (12) month period. The increase in householder time values at Depot 74 may be directly attributed to the increase in admail volumes during the period of April 1, 2006 to March 31, 2007.

Admail volumes have steadily increased in the last few years so each future six month review will also likely result in increased time values, especially since Depot 74's admail receipts are among the highest in the country.

* Canada Post's updated householder time values came into effective June 2007, but Canada Post has yet to compensate any Letter Carrier at Depot 74 (or any where else in Vancouver for that matter) for the over-assessments that would have taken effect in April and May of this year. A grievance has been filed on that matter and remains pending.

2) Relay Pick up Allowance - The new collective agreement provides additional time values for routes with more than 900 points of call. Providing that those routes received more than 1,600 householder pieces per week, a six (6) minute time allowance is added to the time values already allocated under column 17 for the preparation of householder mailings. Since there are many routes at Depot 74 with more than 900 points of call, there has been a corresponding increase in time values. As a result, many routes received a six minute allowance on top of the updated householder preparation times described above.

3) Updating and growth – There has been an ongoing problem at Depot 74 in terms of updating route inventories. On some routes, it has literally taken months and months to have relatively simple updates entered into the system.

In other instances, points of call which were formerly under construction have recently come into delivery. As a result, at least five part-time routes have been updated and now exceed 360 minutes (Routes 3, 10, 14, 64 and 68).

What exactly does Canada Post have in store?

A consultation will take place on Wednesday, September 5, 2007. At that time, we will have a better understanding of what measures Canada Post intends to introduce in order to alleviate the over-assessed routes. Thus far, we can anticipate that Canada Post will remove portions of Depot 74's full-time over-assessed routes and reassign those portions to other routes. We can also anticipate that the five over-assessed part-time routes (3, 10, 14, 64 and 68) will be converted into full-time assignments. Obviously, Canada Post will need to create some new assignments but those specifics are not yet known.

As in the past, we intend to include some members from the depot in the upcoming consultation.

I hope that this bulletin has been informative and has provided you with a better understanding of the current situation at Depot 74. For further information, please speak to your Shop Steward or feel free to call our Local office.

In Solidarity,

Ken Mooney
President

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