



## CUPW National Statement on Home Delivery

CUPW is happy that Canada Post has “temporarily” suspended its decision to end home mail delivery, but the Union would like to see a “permanent” halt to the delivery cuts. We would also like the post office to restore delivery to people who have lost it since the cuts were announced in 2013. We think it’s high time for a public review of Canada Post that allows us to consider these moves and others. We need a public review to discuss the future and our options for building a 21st Century post office that is capable of creating new revenue streams and meeting the needs of Canadians. For example, postal banking helps keep financial services accessible and postal service viable in many parts of the world. Why not here? We will hold this Government accountable to the assurances given to both the public and private bargaining sectors.

## External Organizing Coordinators

Congratulations to Anju Urie and Patrick Ward of the Pacific Region to their appointment as CUPW external organizers in the Pacific Region. CUPW 3<sup>rd</sup> Vice President George Floresco writes, “CUPW has actively organized workers into the Union for the past 30 years. We will continue to offer non-union workplaces the option of joining the CUPW family.” Thank you Anju and Patrick for stepping up to this challenge and encouraging awareness of the benefits a Union work floor can offer.

## Future of Door to Door Delivery Still Under Threat

Harper is gone, but Door to Door delivery still isn’t safe. We need to continue to put pressure on our MPs that our communities want and need this public service. Talking to friends and family can help get the word out that a Public Post Office can be a profitable service that serves all Canadians. In a recent letter to newly elected Prime Minister Trudeau, CUPW President Mike Palecek wrote, “As you know, your commitment to stop the home mail delivery cuts will go a long way towards making life better for many Canadians, especially seniors and people with disabilities.” Mike’s full letter to Prime Minister Trudeau can be seen at: [www.cupw.ca](http://www.cupw.ca)



## Article 39 - Work in the Bargaining Unit

This Article of the Collective Agreement speaks to staffing in Group 1. Group 1 refers to PO4s, PO5s, and PO2s. Specifically, this Article addresses how hours are distributed for Part-time and Full-time Group 1 employees. It also addressed the distribution of how extra hours in Group 1 when temporary employees are and are not required. Inform yourself on this important Article and talk to your Shop Steward if you have any concerns.

## Article 44 - Entitlements and Working Conditions of Temporary Employees

If you are a Temporary Employee, you will want to familiarize yourself with this important Article. Accumulation of seniority, call-in lists, probation period, allocation of work assignments, rate of pay, various types of Leave agreements, and many other provisions for Temporary Employees are covered. Article 44.17 lists all other Articles in the collective agreement that are applicable to Temporary Employees as well.

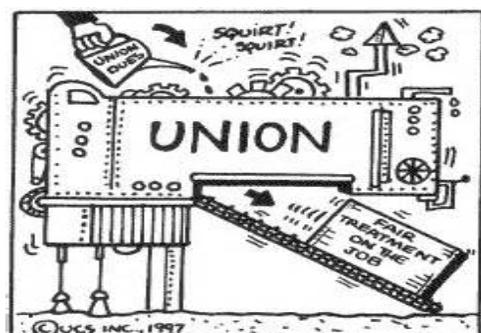
## Article 6.03 - New Employees

Did you know that under this Article, the Corporation agrees to acquaint new employees with the fact that a Collective Agreement is in effect? On the first day of work, the supervisor **shall**:

- (i) *Provide the employee with a copy of the collective agreement*
- (ii) *Introduce the employee to her or his Union Steward and his or her alternate*

During the first week of work of new employees or employees in a new assignment, the Union Steward or his or her alternate **shall** be allowed, during the hours of work, a period of fifteen (15) minutes to confer with them.

Exercise your rights under the Collective Agreement or risk losing them!



## Get Your Union Card Signed!

Have you signed a Union Card yet? Make sure you talk to your Shop Steward or attend a General Membership meeting to sign your card. There is a one-time fee of \$5. Membership in the Union enables you to attend general and special meetings of the Union, vote at these meetings, represent the Union or Local as a delegate, hold office in the Union and exercise any other rights afforded under the National Constitution and Local bylaws. Member in Good Standing (MIGS) status also provides life insurance coverage for you and your family under the Union's group life insurance plan.



"I'VE JUST BEEN LAID OFF. IS IT TOO LATE FOR ME TO SIGN THAT UNION CARD YOU WERE TELLING ME ABOUT?"

## Take Your Belongings Where You Go!

On September 30, 2015, the Union presented a grievance at Arbitration regarding Canada Post failing to allow employees at the Pacific Processing Centre (PPC) to move their personal belongings from one rest pod to another when they are required to move from one work section to another during the course of their shift. Before the hearing, Arbitrator Stan Lanyon toured the PPC and was made aware of the location of each rest pod. After this tour and hearing the arguments of the Corporation and the Union, the ruling of Arbitrator Lanyon was this: "I conclude and determine that if an employees' work station is moved during the course of their shift, they have the right to move their personal belongings to the nearest rest pod closest to their new work station, provided that they do so within a reasonable period of time." Canada Post is fully aware of this ruling, and ought to be governing themselves accordingly. This is a win for workers at the PPC, take your belongings where you go!

## Vancouver Relief Staffing

Every year in October the Union meets with the employer to review the previous twelve (12) months of staffing in all Letter Carrier and MSC installations. This is commonly known as the Bar Charts. According to Article 52 of the Collective Agreement, the purpose of this review is to determine the relief staffing requirement at each installation.

In doing so, each depot/unit would perceivably be supplied with the adequate number of relief positions required to cover absences for the next twelve (12) months.

At this moment many of you are likely raising your eyebrows or smirking in scepticism because the very notion of a complete staffing profile in our depots is a far-reaching concept these days. Well, that brings me to the good news, or is it? According to the review, Vancouver is slated to gain twenty (20) new relief positions to assist the already under-staffed relief complement in the city (just take a look at the monthly bid results).

Is this a good thing? Yes and No. Let me explain, on the one hand, due to the hard work of those Union Representatives who took the time to review the Bar Charts, we have proven that more help is needed, and we thank you for your hard work. On the other hand, the reality is that help will almost certainly never arrive, as the employer is refusing to fill vacant positions as per Article 13. So, next time you're wondering why there is forced overtime or weekend delivery of mail, you will know that the likely culprit is unfilled vacant positions and that Canada Post isn't concerned with service as they once did.

## Want to Know When the Next Educational Is?

Sign up for the Local's bulletins to be sent to your email address and you'll be one of the first to know. Send an email to [cupw.vancouver@telus.net](mailto:cupw.vancouver@telus.net) and ask to be entered into the email mailing list. News of Educationals, meetings, and important information for Local members will be sent to your inbox.

## The Next Union Meetings are:

**Sunday, January 24, 2016, at 1:00 p.m.,  
Location: TBA**

**Thursday, February 25, 2016, at 7:00 p.m.,  
Location: TBA**

\*Are childcare issues preventing you from attending a GMM? Children are welcome and a colouring table will be available for the kids.

Scan this QR barcode to go directly to the CUPW Vancouver Local website!

