

# THE PINION

CUPW LONDON LOCAL 566

JUNE 2016



**“URBAN AND RSMC .....The Boss's Hit List!”**

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# CUPW LONDON LOCAL #566

# SUPPORTS THEIR NEGOTIATORS!!



## STRIKE OR LOCKOUT

### CONCERNING TIMES

Canada Post has applied for conciliation early in the bargaining process. This seems to indicate they have no intention of bargaining in good faith and want to ram cuts down our throats. They have not even finished providing their own position on rollbacks and changes.

Over the last several urban collective agreements Postal Workers have accepted many cuts and rollbacks. Canada Post is still not satisfied and continues to unreasonably demand more. Their propaganda misleads employees and the public about their financial situation and the need for unnecessary cuts. They neglect to mention that they have made hundreds of millions of dollars in profit over the last 20 years and have voluntarily paid dividends to the government. They avoid informing us that they have wasted funds on machines that process letter mail that they claim is declining drastically. The CEO and 22 vice presidents continue to take astronomical salaries for their mismanagement of a public owned service while directing the public (including seniors) to come and get their own mail. CEO Deepak Chopra refuses to step down when asked by the Prime Minister. What a display of contempt for workers, the public and our government!

The continued success of Canada Post is the result of the hard labour provided by us, the workers. I have watched our workload increase and respect towards us dwindle. I have never seen so many workers in tears on the work floor. I have never seen so many employees driven to financial hardship. I have never seen such a low morale in the workplace.

While postal workers are facing fear right now we need to look at our future. Our rights and benefits have never been just given to us without a fight. We stood shoulder to shoulder ensuring that all of our brothers and sisters were treated fairly. Over 50

years we achieved the best collective agreement in this country. Workers rights are being whittled away and it is time to say enough is enough. We have much to do to achieve equality for RSMCs. It is time to resist in the interest of maintaining living wage jobs for the long term. It is time to stand up against corporate greed. It is time to defend public service. It is time to stop the tears and reclaim a quality of life.

I don't want to go on strike or be locked out but I will not concede to corporate greed in sacrifice to equal rights, respect and fair wages for all postal workers.

In Solidarity

Dean Woronoski

President London Local 566



# **Elephant in the Room**

(From the desk of Kim Smith)

In 1967, Canadian workers started to gain the right to collective bargain across the country. However since 1982 Canadian workers have seen severe erosion and restriction to their right to organize and engage in collective bargaining. In fact, there have been 78 instances where the federal parliament and provincial legislatures have suspended the collective bargaining rights of public sector workers.

Back to work legislation has been used by the government to force Canadian workers back to work and impose collective agreements on locked out or striking workers. This takes away from our negotiated wages, benefits, pensions and favourable working conditions.

As postal workers our collective agreement has already expired. Take the time to get to know this contract and fast. Do you want another one or one that is worth signing?

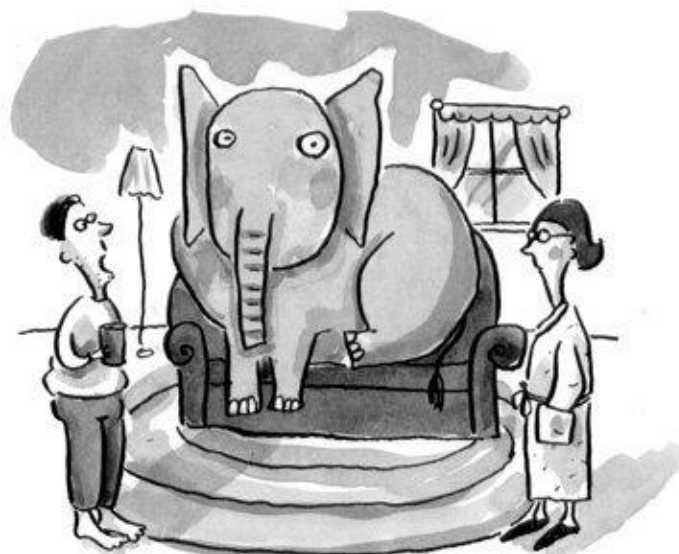
We do not know what will come first, “the chicken or the egg” (strike, lockout or bargaining in good faith).

Right now we know that our working conditions, benefits, etc have been deteriorating over the last three contracts. Our brothers and sisters are getting sick, injured, breaking down and going home in tears.

Some Canadians may be disappointed when our services are withdrawn! We have no choice as we are backed into a corner. We need to stand together and fight for our public post office and our livelihoods. Our families are depending on us!

Start talking to your co-workers, neighbours and family. Prepare yourselves for our upcoming fight.

Solidarity forever – brothers and sisters.



***What elephant?***

Tomassi

# **Don't Forget to Remember**

By Joanne Starr - Secretary-Treasurer



- Don't forget to remember that your employment at CPC accounts for the majority of the time you are awake. If you go to work 5 days each week, during those 5 days you will hopefully sleep for 7 hours each day, totalling 35 hours of sleep. This leaves a balance of 85 hours that you are not sleeping. More than half of these hours are spent commuting to work and actually working at CPC. This means that for 5 days out of every week, you devote yourself to CPC.
- Always remember that you are giving up all these waking hours to provide your valuable labour to CPC so that they can function as a corporation and provide the nation with an efficient mail service. With the ever growing trend of online shopping, CPC has an even greater ability to meet the shipping needs and demands of Canadians. It is also all of those hours that you devote to your work at CPC that makes this service viable.
- Don't forget that it is this front-line labour that CUPW members perform that is the key to the entire operation. We are the ones who load and unload the trucks at the docks. We are the ones who stand for hours on our feet, operating the machines in the processing plants. We are the ones who endure all the inclement weather to ensure that the mail product is delivered to our customers. We are the ones who endure the injured backs, wrists, feet, shoulders and knees that are too often the result of our repetitive work duties. We are the ones who constantly stand at risk of trips and falls, dog attacks and vehicle accidents.
- Don't forget to remember that we should all be proud of our accomplishments in the workplace. There are many in society that are totally uninformed about what it truly takes to be a postal worker. There are many that are quick to judge our performance but if the truth were known, many of these critics would crumble and fail if they had to fulfill our work duties.
- Never forget that we give more than half our waking life for 5 days of every week for 35 years if we expect to secure a pension. These years are almost always the most productive years of one's life, when we are young and hopefully healthy, enjoying family and trying to win a little bit of leisure. Never forget that this alone is a lot to forfeit, just for a barely living wage.
- Always remember that all those hours at work are hours that could be spent with aging parents, a partner or with your children that often need guidance and company. These work hours form much of the time that you will ever own in your own life. Time is the most valuable gift that we are ever given.
- Don't ever forget that your time at work is not wasted time. Employment is what enables us to secure all those little things that hopefully bring happiness. We all need a comfortable residence, healthy food on our tables, access to a good standard of healthcare, a sprinkling of leisure time and the hope for a reasonable standard of living in our retirement. Your job is valuable and not to be taken for granted. Without employment, happiness can be difficult to attain.

- Always remember that your wage is not a gift from CPC. Without your labour they would not be able to operate. CUPW members need to constantly remind the employer of this fact. Our long hours of work and all the things we sacrifice during these hours are worthy of respect and decent remuneration. Never forget to be proactive in this regard.
- Don't ever forget to expect and demand respect from the employer. It is the only proven way to protect your investment of time in the workplace. Don't permit the boss to constantly push you to work faster and longer for your pay. He or she is truly depriving you of your ability to enjoy your time away from the workplace. A worker that returns home, feeling exhausted, resentful and disrespected is far less likely to have a happy life. Your family deserves better and you are entitled to better. Respect in the workplace is equally as valuable as your wage, when it comes down to everyday well-being.
- Always remember that you will constantly need to protect the value of your "labour" contribution. Many believe that this is only secured at the bargaining table by your elected negotiators. This is a dangerous myth. The value of "labour" is established and then protected and enhanced on the shop floor. The employer is constantly gauging your resolve to protect your position in the workplace. The employer is always devising tactics to win you over so that they can increase your allegiance to the corporation. Never trade your "labour" value for a puny fruit tray or a lukewarm pizza or a pittance of a gift card. The employer only dispenses these meagre offerings when they sense that they are winning the battle.
- Never forget to demand a decent wage for the sacrifices you and your family make while you attend work. Always fight against forced overtime. Forced overtime is a blatant encroachment on your personal life. It often leaves spouses, children and even pets in situations that foster loneliness, fatigue and depression. Voluntary overtime can be desirable if it is well managed by all family members. Always demand that the employer hire sufficient workers to eliminate forced overtime. Your happiness should never be affected by a corporation that seeks only to enhance their profit line.
- Always remember that there truly is "strength in numbers." Your "labour" value is constantly under attack. Less respect from the employer in the workplace, longer hours for less pay and longer routes and increased duties for Letter Carriers and MSC's. Never forget to support your union to combat this erosion of rights.
- Lastly, don't ever forget that we are an army of workers. We have won many battles in the past. We will have many more battles down the road and only we will decide the outcome of these battles. Our numbers have dwindled so we will have to be even more resolute in our response to the attacks by the employer.
- Never, ever forget that you and your family have only one life together. Always remember that you have the ability and the responsibility to enhance the quality of that life. Always demand that the employer respect your right to a reasonable standard of happiness. When we are old and we look back, all of us need and want to be able to state emphatically, "I did my best to protect the happiness of my loved ones. They deserved it and so did I. I have no regrets whatsoever and I am proud that I stood up for justice in the workplace." I believe that all Canadians are entitled to the fundamental right of a dignified retirement, especially after sacrificing all those waking hours, for all those years.
- Oh and never forget to remember.....! Your happiness depends on it.

# **WHAT IS A STRIKE VOTE?**

As you may have seen on the CUPW national website, a decision from the superior Court of Ontario had ruled in favour on the Union stating that the lockout was unconstitutional; this is a big win for all of us.

As we all know, the Union and the Employer are in negotiations, all of us could be on strike or locked out as early as July 2, 2016.

During our last General Membership Meeting we spent a good bit of the time speaking and answering questions about this, we had a great turnout for the meeting; thanks to all that attended.

A strike vote will be taking place soon, please keep an eye on the Union board in your facility for

What does a strike vote mean?

In the words of one of our Shop Stewards, Steve Bigec...

“A “yes” vote is not in favour of a strike, because no one really wants to strike. **A** “yes” vote is a hopeful vote, a vote without regret, and with a clear conscience in favour of a fair settlement. It’s the only reasonable way to vote at this early stage of the process.

A “yes” vote is in favour of our negotiating committee, a yes vote is a vote of confidence in CUPW negotiators.

A “no” vote will undermined our negotiators and hasten a strike. A “yes” vote will demonstrate our trust in the process, and hasten a settlement and demonstrate the resolve of our membership.

**T**hen vote “yes” to empower your negotiators and ensue bargaining strength.

A “no” vote may be interpreted as acceptance of any offer put forward by Canada Post as a rejection of our CUPW negotiators and by interested as acceptance of any offer put forward by CPC.

We must vote “yes” to demonstrate our resolve and demonstrate our confidence in our CUPW negotiators, and ensure the bargaining process continues with our negotiators with a strong position to defend our interests.

It is much more than just a “yes” for a strike.

It is a “yes” in favour of a fair process and “yes” and a “yes” that we trust our negotiators, and “yes” that we want a fair settlement. No one can “afford” a strike and voting “no “is something we can afford even less.”

Thank you Steve, I couldn’t have said it better.

THE STRUGGLE CONTINUES

In Solidarity,

Don Rex





# Apathy vs. CUPW

By Julien Gignac

## What is apathy? Ap·a·thy

Lack of interest, enthusiasm, or concern:



## What is a labour union?

An organization of workers formed for the purpose of serving the members' interests with respect to wages, benefits, and working conditions.



Sisters and Brothers,

If we look around the workplace often you may perceive some of our coworkers as having a lack of concern or maybe a “who cares” attitude towards the workplace or our Union membership. This experience would not be uncommon, nor would you be alone. Certainly, with all the changes occurring with Canada Posts’ home delivery can leave some of us wondering what the company will do next to our postal services. Everyone has experienced to some degree the following: excessive workloads, change in shift schedules, and anxiety and conflicts with management or individuals in their workplace. How could this not pose a feeling, hopelessness and fear for our future as postal workers?

Take a good look around your work environment; take inventory of what the employer has created over the course of the past few Urban and Rural Collective Agreements. By strategic design in modernization and mechanization of our countries postal operation, Canada Post has managed to eliminate good jobs right across the country, CPC implemented a two tier pay system for new hires into the bargaining unit after February 1, 2013, CPC ended thousands of door-to-door deliveries through 2.0 restructures, denied equal pay for RSMCs, closed post offices, closed postal retail centers, eliminated our sick leave, and the list goes on-and-on...

So it’s not enough just to say... “*There appears to be apathy on the work floor*”, there is apathy on the work floor! That’s a choice we make as individuals to be apathetic. The employer relies on the work floor to remain apathetic. That way it becomes easier to manipulate us in to submission. However, everybody cares about something in their workplace. Whether it be the person(s) we enjoy working beside or our health & safety, or maybe even our customers, we always have something that concerns us at work. If we sometimes feel defeated, or that nothing ever appears to change for the better workplace, it is because... we as Union have become complacent and have accepted the employer’s directions. This is merely a frame of mind that hinders us from achieving positive change. It’s perfectly reasonable that people feel this way, especially if the workplace has always felt powerless. That is why we have to change our thoughts and make the connection with your coworkers to get involved and demand better working condition. There couldn’t be a better time than now to get involved with Union activities. There is so much we can do: try to organize a social activity or event with coworkers, enjoy paid lunches with coworkers, take break entitlements together, maybe even attend a general membership meetings and bring a member of our community or a family member. These are all ideal opportunities to share your concerns with one another... just stay connected!



Our Union negotiating committee along with the National Executive Board work endlessly for all our members in fighting back a very inflexible corporation from further cutbacks and rollbacks to the Collective Agreements. We are all the Union that generates a feeling of strength and involvement. Together we can demonstrate a common ground and build relationships at work and outside of the workplace. This strength in numbers in turn will guarantee our careers in to the future with a show of Union solidarity.

The choice to do nothing and kick back while others struggle for change decreases our chances to turn this corporate machine around and restore all that we have lost. Because it requires commitment, camaraderie, and sacrifice of every member of CUPW to unite and fight back.

Here's a list of just few accomplishments CUPW has obtained for the membership in our workplace, including:

- ❖ Advocates for our Canadian Human Rights, Canadian Charter of Rights and Freedoms,
- ❖ Collective Bargaining
- ❖ Define pension plan,
- ❖ Decent Work Hours
- ❖ Safe and Healthy Workplaces
- ❖ Job Security
- ❖ Benefits – maternity/parental leave, health care plan, dental plan, paid sick leave (1968-2013), pre-retirement leave, paid Vacation leave, etc...
- ❖ Overtime
- ❖ Paid lunches
- ❖ The Right to participate in Union Activities, the right to grieve, the right to strike

Here's what apathy has done for our members:



Let's make it our common goal to defend our Union and stay united as a Union.

In Solidarity,

Julien Gignac

# **Postal Banking and the Canada Post Review**

On May 5, 2016 the Public Services Minister, Judy Foote announced to the media that there will be an independent postal review of Canada Post. Minister Judy Foote stated that she is “not ruling out anything” in the Canada Post review. One of the aspects of the review will be “postal banking”.



## **First Canadian Post Office Savings Bank Opens in 1868.**

The Post Office Savings Bank system was created a few months after Confederation in April 1868. By virtue of the new Post Office Act, certain post offices were allowed to accept, keep, and remit savings, and pay a modest interest rate.

Unfortunately due to the authorities within the Post Office department they developed a finite view of the role of government institutions in the banking sector. This finite view would cut short any dreams of expanding the system. Indeed, it would make the decision in 1968-69 to abandon the Post Office Savings Bank that much easier.

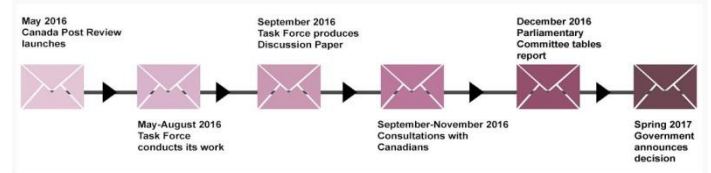
While the idea of a postal bank may seem unusual in Canada, worldwide it's actually quite a common phenomenon. The Japan Post Bank is the largest deposit holder in the world and the Postal Savings Bank of China serves over 400 million customers. Other countries' postal systems have expanded into banking as a way of replacing lost revenues from the declining use of print postal products. At the symposium, representatives from postal unions in New Zealand and Italy outlined how expansion has allowed them to support normal letter carrying services while also employing a great number of people. For example, Poste Italiane employs over 140,000 people and has the largest logistical and technical infrastructure in the country. Their net profit in 2013 was 1,005 million Euros.

Other countries use their postal banking systems as both a revenue generator and a social safety net. In France, where legally no one can be refused a bank account, La Banque Postale is often used by low-income earners who can't get accounts at privately held banking institutions. It can also refer low-income clients to social service agencies.

CUPW argues that with the existing infrastructure of Canada Post, they can extend services to more people without charging the high interest rates that are found at the fringe financial institutions.

People question if there is money to be made. An overwhelming amount of evidence suggests that there is indeed money to be made from postal banking. The UK Post Office reported that 40 per cent of their current revenue comes from financial services. In France they expect that the bank will supply 65 per cent of total revenue by 2016. By 2020, they want a net profit of one billion Euros.

The review of Canada Post will take approximately one year and it will have the public's input.



Participate in the review coming this September. Let the government know that postal banking is a viable and profitable business for Canada Post.

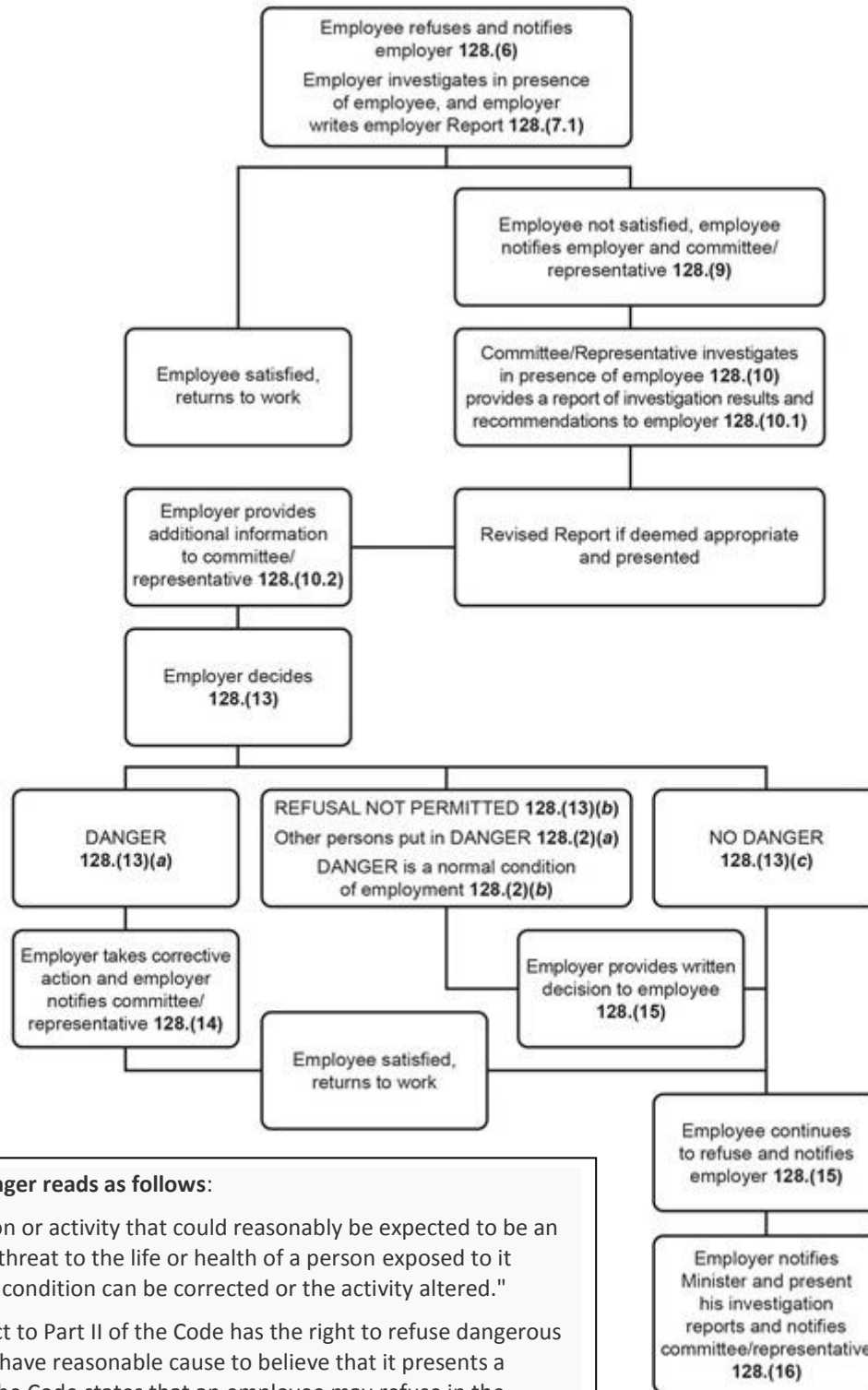
In solidarity,

Lisa Long

### **INTERESTING FACT**

- First paid mail delivery within Canada was in 1693

# Right to Refuse Dangerous Work, Section 128 Canada Labour Code



**The definition of danger reads as follows:**

"any hazard, condition or activity that could reasonably be expected to be an imminent or serious threat to the life or health of a person exposed to it before the hazard or condition can be corrected or the activity altered."

Any employee subject to Part II of the Code has the right to refuse dangerous work as long as they have reasonable cause to believe that it presents a danger. Specifically the Code states that an employee may refuse in the following circumstances:

- to use or operate a machine that constitutes a danger to the employee or to another employee;
- to work in a place;
- to perform an activity that constitutes a danger to the employee or to another employee.



## Restore Door to Door

Postal Workers and the public demonstrated the power of the people in their successful Save Canada Post campaign. Over the last 17 months we have lobbied city councillors, met with MPs, knocked on doors, set up booths, held town hall meetings and made many phone calls. The fruits of our effort resulted in helping to change history. Postal Workers, union activists and citizens changed the political field and made our issue one of the key election issues. Our many radio interviews, newspaper ads, bus advertising, television news reports and chats with our customers all played a huge role in getting the truth out to the public. As I previously wrote, we did it! We suspended the loss of door to door delivery. We suspended the loss of jobs that support our economy.

We have all taken part in a success story that affects all Canadians. We all deserve recognition for this incredible feat. We are amazing and can do so much more.

A Canada Post review has been announced and this is the opportunity for all workers and all citizens to write in and demand that their postal service be maintained, restored and expanded. Our National Union has done its homework and there is a void in banking in Canada particularly in rural areas. Who better to serve these areas than Canada Post who is already there? Canada Post has also researched

postal banking and determined it would be viable to provide banking services. By providing postal banking it would generate huge profits that would not only pay to restore the recent loss of door to door but to also expand delivery to all Canadians. Now that is a good example of equal access to service for Canadians. Postal banking would serve communities that are being raped by payday lender organizations. Postal banking would provide not only additional revenues to Canada Post, it would greatly contribute to our struggling economy.

Canada Post has a network of facilities all over this Country. Expansion is necessary. What are your ideas for your Post Office?

If you need help getting your ideas on paper to send into the federal government, come in and see us. We would be glad to help.

Canada Post belongs to Canadians. Have your say!

Dean Woronoski,  
President London Local 566

### QUICK FACT:

Canada Post claims that only 1/3 of Canadians currently receive Door-To-Door mail delivery service and the majority of Canadians already use Community Mail Boxes (CMBs). The truth is that Canada Post's assertion that only 1/3 of Canadians currently have door to door delivery is misleading and inaccurate. In fact, 71% of the population receive their mail delivered to the door through the following delivery methods: ●

- Single family homes: 34% of all addresses
- Apartment buildings with lobby mailboxes: 25% of all addresses
- Rural driveway mail boxes: 12% of all addresses



## UNDERSTANDING DISCRIMINATION AND HARASSMENT

By Kim Smith

Discrimination is an action or a decision that treats a person or a group negatively for reasons such as their race, age or disability.

These examples are called **grounds of discrimination**. There are 11 grounds of discrimination and they are protected under the Canadian Human Rights Act.

The 11 grounds of discrimination are race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or a conviction for which a pardon has been granted or a record suspended.

The following seven discriminatory practices are prohibited by the *Canadian Human Rights Act* when they are based on one or more of the 11 grounds of discrimination:

- Denying someone goods, services, facilities or accommodation.
- Providing someone goods, services, facilities or accommodation in a way that treats them adversely and differently.
- Refusing to employ or continue to employ someone, or treating them unfairly in the workplace.
- Following policies or practices that deprive people of employment opportunities.
- Paying men and women differently when they are doing work of the same value.
- Retaliating against a person who has filed a complaint.
- Harassing someone (based on the 11 prohibited grounds).

Harassment is a form of discrimination. Harassment occurs when someone (*based on the 11 prohibited grounds*):

- makes unwelcome remarks or jokes about your race, religion, sex, age, disability, etc.
- threatens or intimidates you.
- makes unwelcome physical contact with you, such as touching, patting, pinching or punching, which can also be considered **assault**.

Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

Based on the above information, if you have been discriminated under the 11 prohibited grounds, it is illegal and you should report it.



I did my research and argued to the best of my ability, today May 2, 2016 I received the decision from Arbitrator Swan; the grievance was denied.

Of course I wanted to win, but just as important the employer needs to know that if I believe in something I will stand up, go in front of an Arbitrator and argue for the Membership.

In Solidarity,

Don Rex

Chief Shop Steward Internal

CUPW, London Local 566

## Chief Shop Stewards Report May 2016

Hello Sisters and Brothers

I want to touch on just a couple issues in the LMPP.

The Union has been filing Appendix "P" (Full-Time Staff in Group 1) grievances right across the country; yes it is true that London will be getting back 32 Full-time positions. There are many unknowns still; the Local will be having more consultations relating to this, we still don't have a clear picture on how this will look at the end of the day.

If you want to be promoted or hired be sure to get your forms in. Also if you don't want to be promoted make sure to have paperwork in stating that.

In the LMPP we are still having problems with Staffing, Rotation of Duties, Overtime and how Temporary workers are (in my view) being treated unfairly; many grievances have been filed.

At first level grievance hearings I believe that I'm winning more then I'm losing.

To all of the London local Shop Stewards, thank you for all of the hard work and dedication, any wins are reflection of the hard work you have done!



On April 13, 2016 I argued my 3<sup>rd</sup> ever file in front of Arbitrator Kenneth Swan, the grievance was submitted on April 7, 2009; this was a 39.07 grievance.

# **SUPERVISOR SURVEYS**

By Dean Woronoski

Thank you to everyone who submitted their confidential surveys on their Supervisor's performance. While some were entertaining and comedic it is abundantly clear that some Supervisors are not communicating in a professional manner when dealing with workers.

My review indicates that Supervisors are not being provided with adequate training and some are defensively responding with tactics such as intimidation, bullying, misdirection or no direction at all. Often little effort is being made to seek an accurate response in an attempt to be rid of the employee concern.

All Canada Post employees including management, CPAA and other bargaining units are expected to comply with the Canada Post Code of Conduct as well as the Corporate values and policies. Violence in the Workplace, Respect in the workplace and No Discrimination/No Harassment are a few of these policies.

While the Union does not oversee Supervisors for bad behaviour there is an expectation that they are held to the same high standards that CUPW members are.

If you are experiencing any level of disrespect from your Supervisor please contact your Shop Steward or the Local. We can review the details and raise your concern to the appropriate level.

If you feel uncomfortable reporting a serious violation or misconduct you may submit an anonymous report by phone, email or post to:

Clearview Strategic Partners Inc  
P.O. Box 11017  
Toronto ON M1E 1N0  
[www.clearviewconnects.com](http://www.clearviewconnects.com)  
1-877-288-5043

A response respecting your anonymity will be provided.

We all have the right to a workplace free of harassment and intimidation. We all have the right to voice our concerns about our workplace without fear of retaliation. We all have the right to be respected in our workplace.

The Struggle Continues







It is extremely important that you meet the time limits on providing information back to the caseworker. Be sure to keep in contact with the insurance company and Canada Post. You must participate in the recommended treatment plan and in the Return to Work Plan. If you do not do this, your claim will not be supported.

Make sure you sign the release for the union to be involved in your case.

Note: If you choose to leave the country, you must have approval from the insurance company in advance.

In order to make your claim successful your medical must identify a disabling condition that prevents you from working in your normal occupation. The diagnosis and symptoms should clearly identify your restrictions that prevent you from doing your job. You will need to participate in a treatment program and provide a prognosis.

## **DEALING WITH THE INSURANCE COMPANY WHEN APPLYING FOR SHORT TERM DISABILITY**

By Kim Smith

It is very stressful when you are unable to work due to a disability, illness or accident.

When companies switch from the sick leave system to Short Term Disability, they shift the responsibilities of managing disabilities from employers to private insurance companies. Therefore the private insurance companies are the decision makers for the claim.

What does this mean to the members who are applying for Short Term Disability?

The onus is on the employee to gather supporting medical information in order to prove their level of disability.

When dealing with the insurance company it is important to be respectful in communicating with them. The caseworker is looking for any medical information that you can supply in order to support your claim.

It is advisable to keep copies of everything and notes on each conversation with your caseworker.



# WHAT UNIONS HAVE ACCOMPLISHED FOR THE LABOUR MOVEMENT vs. CORPORATIONS

## LABOUR:

- OVERTIME PAY
- OCCUPATIONAL HEALTH AND SAFETY
- 40 HOUR WORK WEEK
- WORKERS COMPENSATION
- EMPLOYMENT INSURANCE
- DEFINED BENEFIT PENSION
- PUBLIC EDUCATION
- COLLECTIVE BARGAINING
- WRONGFUL DISMISSAL LAWS
- WHISTLEBLOWER PROTECTION LAWS
- HOLIDAY PAY
- ANTI-SEXUAL HARASSMENT LAWS
- WEEKENDS
- PAID VACATIONS
- THE 8 HOUR WORK DAY
- ENDING CHILD LABOUR
- WORK BREAKS, INCLUDING PAID LUNCH BREAKS
- EQUAL PAY FOR WOMEN
- MATERNITY LEAVE
- ABOLITION OF SWEATSHOPS
- SICK LEAVE
- CANADA PENSION PLAN
- UNIVERSAL HEALTH CARE
- MINIMUM WAGE
- PARENTAL LEAVE
- THE RIGHT TO STRIKE

## CORPORATIONS:

- REDUCED JOB SECURITY
- UNFAIR WAGES
- VACATION TIME REDUCED
- WAGE FREEZE
- NO PAID MEAL PERIOD
- INCREASE PREMIUMS FOR BENEFITS
- ELIMINATION OF PRE-RETIREMENT
- IMPOSING LONGER HOURS OF WORK
- REDUCING FULL TIME JOBS
- MANDATORY WEEKEND WORK
- REDUCED HEALTH BENEFITS
- UNPAID WORK
- DELETE JOBS
- INCREASE WORKLOAD
- UNSAFE WORK
- PROVIDE OCCASSIONAL FREE PIZZA, COFFEE & DONUTS



In solidarity,  
Julien Gignac  
Chief Steward External

# A Grievance vs. a Complaint

By Kim Smith

Union Representatives often hear many complaints on all aspects of our working conditions. Just because you have a gripe does not always mean you have a grievance.

In order for it to be a grievance a violation of your rights at work must have occurred through the Collective Agreement or a Federal Law. A grievance has taken place if you have been denied a provision based on a specific article of the Collective Agreement.

For example, if you worked overtime and were denied overtime rates.

A complaint is not a violation of the Collective Agreement if the Collective Agreement has not been breached. Your Shop Steward may at times be able to address your complaint with the employer.

However you do have the right to complain to your supervisor under article 9.07.

For example, two co-workers have an argument.

A gripe is neither a complaint nor a violation of the contract. It may be something you feel is unjust but it is not against the law or the collective agreement.

For example, two co-workers do not want to work beside each other because they do not like each other.



If you are not sure how to address a grievance, a complaint or a gripe, please speak to your shop steward for guidance.

# CUPW eDigest



**Stay connected. Stay informed.**

1. Sign up for eDigest - a weekly (or more, if there's hot news) roundup of new bulletins and other content on cupw.ca. You can sign up right now at <http://www.cupw.ca/en/cupw-edigest>
2. Follow your union on twitter: @cupw – or for French, @sttp
3. \*Like\* our Facebook Page – CUPW STTP – and then turn on Notifications (in the drop-down menu under Like.)
4. Our London Local #566 website:  
<http://www.londoncupw.ca>

Informed, engaged members are the backbone of the union.

Get in touch today!



## National Executive Committee (NEC)

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National President

Jan Simpson  
1st National Vice-President

Bev Collins  
National Secretary-Treasurer

Peter Denley  
National Grievance Officer

Dave Bleakney  
2nd National Vice-President

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3rd National Vice-President

Martin Champagne  
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## National Directors

Jeff Callaghan  
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National Director - Prairie

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National Director - Pacific



## A Canada Post for Everyone



### Our post office is under review - Have your say!

The federal government has appointed an independent task force to identify options for the future of our postal service. It says that everything but postal privatization is on the table.

The task force wants to know what you think. You can have your say by contacting the task force:

- **Online:** [Canada.ca/canadapostreview](http://Canada.ca/canadapostreview)
- **Email:** [TPSGC.ExamendeSPC-CPCReview.PWGSC@tpsgc-pwgsc.gc.ca](mailto:TPSGC.ExamendeSPC-CPCReview.PWGSC@tpsgc-pwgsc.gc.ca)
- **Twitter:** Tweet and use **#CPReview2016** hashtag
- **Facebook:** Like, share and comment at [Facebook.com/Canada-Post-Review-521437564704406](https://www.facebook.com/Canada-Post-Review-521437564704406)
- **Instagram:** Share photos and include the **#CPReview2016** hashtag
- **Fax:** 1-844-836-8138
- **Mail:**  
Canada Post Review  
CP 2200  
Matane, QC G4W 0K8

Please share your input with us at [Feedback@cupw-sttp.org](mailto:Feedback@cupw-sttp.org).

### Deadlines

- Input from organizations and municipalities – **June 23, 2016**
- Input from the public – **end of July 2016**