

THE PINION

CUPW LONDON LOCAL 566

JANUARY 2015



Save Canada Post

The Spirit of Giving

Short Term Disability

Buttoners'

Did You Know?

People for Door to Door Delivery

Section 171 Part B of the Labour Code

Time to Act

Working Together

Conservative Government Report Card

The Importance of Solidarity

London and Area Postal Retiree's Group

I-48

RSMC Overtime

Reasons Not to Vote Conservative

Classifieds

Banking on a future for Canada Post



Say no to cuts, privatization and deregulation



Save Canada Post

President's Message – Dean Woronoski

It has been just over a year since Canada Post announced their 5 point plan to destroy the Post Office as we know it. Since that time it has been proven time and time again that there is little truth in what they are telling us and the public. They continually warn of declining volumes and loss of revenue yet they continue to report profits. Over the last nineteen years Canada Post has reported profits in every year except the year that they locked us out. The fact is Canada Post is not losing money. The Conservative government is behind these cuts that affect not only postal jobs but public service. They are attacking good jobs. They are destroying public service and making cuts in an attempt to prepare for privatization.



While they think everyone is falling for their propaganda, the public is standing up to them. We have had overwhelming support from homeowners that we talked to during our last two door to door campaigns. We were fully supported at our Western Fair booth in September. Even the media has been supportive to our cause. These cuts just don't make sense to anyone. I have been approached by not only our allies in Labour Council but also by members of the public asking what they can do to stop this unnecessary catastrophe. While some of our own members are feeling helpless there is hope.

LONDON AND DISTRICT LABOUR COUNCIL

www.ldlc.on.ca

I am reminded of a time when Conservative Brian Mulroney attacked the senior's pensions. This was also a supposed done deal with little hope of stopping. The public outcry was more than the Conservatives could handle and they were forced to reverse their plan and leave pensions alone. The seniors stood up to them and won. We can win too, and are winning.

Since we have started our fight back campaign there has been many successes country wide. The cracks are beginning to appear for Canada Post and the Conservatives and it is time that we all step up to do whatever it takes to protect our public service, our jobs, and our futures. This is a battle that can be won. Wearing a button or bracelet in the work place is a good start. Join us in our door to door campaign. Post a lawn sign. Talk it up with the public and friends. Knowledge is the best weapon to counter their propaganda machine. Get informed.



This is an election year. Everyone needs to call their members of parliament, City councillors and send letters to the editor. We can help with letters. If we all take small actions we accomplish great things. People4door2door is a community group that has approached our local wanting to join our fight back campaign. They may have approached you. Members of the public are joining us in our ongoing fight back.

With a little effort from every one of us we can help preserve the vital service that Postal Workers provide to all Canadians. Let's help get the message out to all politicians that this is our post office we will not let it be stolen from us. We support good living wage jobs and we support a good public service to the door. I have no doubt that this will become an election issue. Reach out to all candidates as well as the leaders of each party to ask them what their intention is in regards to preserving door to door delivery and reversing the damage that has been done. Send us their replies. We would love to hear them. Time to act is now.

The Struggle continues.

The Spirit of Giving
By Joanne Starr

It is with a bittersweet sigh that I say "Well that's all done for another year!" December is a busy, hectic exciting time for a lot of us. As always, we see some acts of giving to those in need at this time of year. The spirit of giving should go on throughout the year, not just in December. When you see someone in need and you are in a position to offer help of any kind, you should go for it. It always gives me a sense of satisfaction and meaningful purpose. At least I tried to make a difference.

As we go into 2015, your union needs your help. A federal election is looming in the fall if not sooner. CPC's plan to cut door to door delivery will be an election issue. It seems to me the current Conservative government under the strong arm of Stephen Harper is trying to break CUPW (and all unions) and reduce Canada Post to merely a business operation rather than the public service icon it has become.



London is divided into 3 federal ridings, 2 of which hold Conservative seats. We as a local, need to target these two areas represented by Federal Conservatives, Susan Truppe and Ed Holder. Public support to save door to door delivery across Canada has been very strong. We need to get the message out to the people living in these two ridings that a vote for a Conservative MP is a vote to end door to door delivery to their homes. It is time to put responsibility for cuts to postal service directly on the heads of individual Conservative MP's. Most people are unaware that their

Conservative MP shares the blame for the attack on door to door delivery. CPC's 5-point plan also means the end of more good jobs here in London. This will not only affect letter carrier jobs but also members working in the processing plant (LMPP) who have already seen significant job cuts due to PT (mail sequencing) and the processing of our mail in Scarborough. It has been estimated that London alone will lose 113 jobs when CPC's 5 point plan is complete.

It has never been more important to fight back than it is now. CUPW is calling on all members in all locals to get involved with this fight. There are campaigns happening all across Canada to "Save Canada Post". The Depot 1 and Depot 4 areas of London are on the chopping block for this October. Door to door delivery is slated to become a thing of the past.

The time to give is now! We need your time. We need your involvement. We need your passion to Save Canada Post. Starting on January 17th this local is planning a door to door campaign targeting one of these Conservative ridings. There will be several more in the coming months leading up to the federal election. We are out to inform the public of Stephen Harper's plans to forever change the face of Canada Post by eliminating the delivery of mail door to door. We also want to get the word out that a Conservative vote in the upcoming election will only speed up this process and seal our fate. We (CUPW) know there are several alternatives that CPC can take to keep this a viable and even more profitable corporation. This is more information we need the public to be aware of before they go to the poles.

So in keeping with December's spirit of giving, please consider giving some help to your local and get involved with our upcoming campaigns. Contact the local office at 519-672-4417 or call or e-mail any of the executive members to see where and when you can get involved.

SHORT TERM DISABILITY

- Kim Smith, 1st Vice President

Canada Post has made several changes to their disability process since its implementation.

I hope that the following information will assist you, when you need to file a claim.

Canada Posts disability program through Morneau Shepell, puts the responsibility on the member to gather supporting medical information in order to prove they are unable to work or require an accommodation due to a medical circumstance.

When you are going to be off work the employer requires you to:

1. Call Morneau Shepell to book an initial telephone assessment with their case manager.
2. You must obtain the application kit on line or from your work place.
3. You have seven calendar days to submit the forms to Morneau Shepell.

If you are hospitalized STDP starts immediately, otherwise there is a 1 week waiting period.

Once your STD is approved you will receive 70 % of your wage and top up credits (if available) are applied to 100% for weeks 1 – 15. During weeks 16 – 30, you must apply for EI and you will receive one cheque from EI and one from Canada Post. Any remaining top up credits can be applied to 95%.

NOTE: RSMC's: The process is the same as above except that RSMC's won't have top up credits.

If your STD is denied, you must provide further medical supporting your absence to your case manager. You should contact your case manager and let them know you will be supplying further medical.



Buttoners'

-Julien Gignac



For all of you who have been asked by management to remove your 'Save Canada Post' buttons while at work, you don't need to do so; you need not worry of this fundamental civil right and lawful Union activity to display these captions. The right for this expression was argued for you at a national arbitration level.

On March 10, 2010, Arbitrator Guy Dulude ruled that Canada Post breached both the Collective Agreement and the Canadian Charter of Rights and Freedoms. When supervisors threatened, intimidate and/or discipline CUPW members for wearing buttons that support a public post office, they are in violation of the highest form of statutory authority ("The law...").

Remind management of that...the next time they tell you to remove a button that has to do with our public post office.

The buttons, 'Save Canada Post or 'Save door-to-door, 'fall under the ruling of a formal arbitration decision. This arbitration outlines; that there is nothing at all offensive about supporting a public post office; that in wearing of such buttons must be tolerated at all times and under all circumstances provided the message conveyed falls within the jurisdiction of the Union; also that, Canada Post shall cease from any disciplinary action or any form of retaliation or harassment against our CUPW members wearing a button on uniforms.

Buttons are a legitimate expression of freedom of speech, thought to be an expression of a message idea. Our buttons get noticed by our customers who empathize with our struggle to maintain public postal service. Don't worry about any corporate approval. Just simply wear them with pride and solidarity.

As for the 'SAVE Canada Post' toques that were distributed to some of members on the work floor. There is no ruling from an Arbitrator that speaks to wearing, hats, toques, caps etc. that don't have the Corporate logo showing on the item.



Supervisors have been directed to tell you to remove the head dress that captions 'Save Canada Post'. Historically, I haven't run across too many supervisors with the authority to tell our members to remove hats that workers are wearing with the Toronto Maple Leafs emblem, or a baseball hat that advertises the Olympic ski team, or a hat the has a Pitney Bowes logo labelled on it, or even hats that have Canada's esteem equestrian riding team crested on a sunhat. That's because the corporation sponsors all of these organizations. The winter toques that were distributed by the Union executives have an embroidered 'Save Canada Post' stitched on the front and back and does not bear the corporate logo. So, just wear a button over the hat embroidery message -- and management cannot tell you to remove the attire. That's my opinion!!

You might think that we're all participants in a form of civil disobedience; in fact, we are! ...and that is a great step in self development. It's just our simple, yet effective, way of communicating to the Canadian people of our struggle and interest in every taxpaying Canadian citizen's part ownership of the public post office. We "the Union," and our customers have the liberty to express ourselves individually or in joining together to resist government from the oppression of our communities and neighbourhoods in the depletion of the public postal service. If wearing a button works! Wear it!!

The Corporation has no interest in saving the public postal service. The Harper government has control over this crown corporation with his board of directors, and his echelon of corporate bureaucrats to do their bidding. Make no mistake about it. They plan on off-loading the labour on to the customer. That is exactly what community mail boxes have demonstrated in the past and will continue to in the future. Nothing would serve the Corporation more than to eliminate door-to-door service completely to rid of the labour costs and pensions.



Only as a unified country, in our quest to do our part in pushing back the governments, can we bring this course of action to a halt. Please continue to wear buttons, hats, and wristbands and continue the dialog with your co-workers and customers in educating them of our Employer's plans to eliminate good jobs for good people.

We all know our costumers regard our service as essential and meaningful to our communities and that these municipalities are behind us in support and are willing to get involved in our endeavours.

DID YOU KNOW ???

Did you know that Canada is the only industrialized nation claiming they can't afford home delivery?



Did you know a group of flamingos is called a "flamboyant" and a group of porcupines is called a "prickle"?



Did you know that Canada Post is entirely self-sustaining, receiving no money from the federal government?



Did you know a hockey puck is made of vulcanized rubber, weighing in at 6 oz and is 3" in diameter? Pucks are frozen before entering play to make them not bounce.



Did you know postal banking existed in Canada until the government bowed to pressure from the big banks in 1968? With 6,519 post offices Canada Post has the potential to have the most extensive banking infrastructure in the country.

**Banking
on a future
for Canada Post**



Say no to cuts, privatization and deregulation

Did you know if you vote Conservative in 2015 you are voting for contract negotiations with Stephen Harper in 2016?



Did you know the first NHL games were played on Dec 19, 1917? The Montreal Wanderers defeated the Toronto Arenas 10-9 and the Montreal Canadiens defeated the Ottawa Senators 7-4.



People for Door to Door Postal Delivery:
London Residents Organizing

-Wendy Goldsmith and David Heap

Dear Postal Workers:

We want you to know that your community is behind you in your struggle to save Canada Post. We are a group of concerned London residents, calling ourselves "People4Door2Door" and we want to unite in our struggle against the oppressive Harper government to save your jobs and our mail service delivery. We are ready and willing to mobilize to make this happen, and our growing membership includes activists, union members and concerned residents of London. MPs Susan Truppe and Ed Holder did not stand up for Londoners. Warnings of impending changes to our service have already been sent to specific postal codes. If this plan is completed, Canada will be the only G7 country that does not have door to door postal delivery.

Our cause has broad support, not only in this community but across Canada, and we believe that we can win this fight. Polls consistently show that Canadians support a strong national Postal Service. Neighbourhoods do not want these unsightly, unsafe CMBs imposed on us, nobody wants the increased risk of mail theft, and our City's budget cannot bear the downloaded costs that come with this unilaterally imposed change. The Postal Service remains very relevant today and in the future, it makes money and it belongs to all of us. Harper's Conservatives are very vulnerable on this issue in the coming federal election.

Please join us in mobilizing in London, both municipally and federally to ensure that quality postal services are maintained and even expanded. In the coming weeks, door to door canvassers and other support activities are being organized by community members with the support of your Union. It will be important for letter carriers to play a key role in engaging the public and asking them to join us in the struggle. We are your customers. We are part of your struggle.

Please join us on Saturday January 17 as we kick off our door to door community canvass with People4Door2Door and other volunteers, beginning at 1pm. Please sign up for Londoners for Door to Door: send us your contact info (phone/email) at People4Door2Door@gmail.com to learn more about future community canvasses and actions! Together we will save our postal service for Londoners!

In solidarity and on behalf of
People4Door2Door,



SECTION 171 OF PART III OF THE LABOUR CODE

-Kim Smith

(The total hours that may be worked by an employee in a week shall not exceed 48 hours in a week (excluding break entitlements))



subtract their 2 – 10 minute breaks, 2 – 5 minute wash up, 2 – 30 minute lunch periods, plus an extra 15 minute break. Once these “break entitlements” are removed, Labour Canada recognizes that you worked 10 hours and 15 minutes that day.

The hours worked for your work week can't exceed 48 hours.

If you feel this part of the code has been ignored, you can put a complaint in with Labour Canada by calling 1-800-641-1045.

All Federal Employees are covered by the Canada Labour Code.

This means that after you subtract your breaks, lunch and wash up period from your hours worked, you cannot work more than 48 hours per week.

For example a letter carrier who works 12 hours in one day must



Time to Act

-Don Rex

I want to take this opportunity to thank all the members that came out to vote last April and a big thank you to everyone that voted me into office.

For those that don't know me, I want to take this opportunity to introduce myself.

I started my career at Canada Post in 1987.

At present I'm a PO #5 on shift #1, when I started my career started as an MSC and after a few years I transferred over to be over to become a Fulltime Letter carrier.

During my 6 years as a Letter Carrier I became active within the Local Union as member of the finance committee and a shop steward. This is when my life really started to be fun and exciting!

Over the years I have sat on many committees including the Executive Committee as the General Vice President. Throughout the years I have had 3 brothers that took me under their wing and educated me,

so many thanks to Jim Morris (Regional Union Representative), Verne Jarvis (PO#5 Shift #1) Derrick Woo (Retired).

In April 2014 when I was elected to the London Local Executive Committee as the Chief Shop Steward Internal I knew that I had big shoes to fill, so thanks Sister Karen Finlay-Russell for your training and your assistance.

I have found that every day brings new challenges, and that all the shop stewards have been a great help. So thanks to all of you!

At the London Mail Processing Plant we are going through changes like I have never seen in my career.



Canada Post is cutting jobs inside and out, stopping door to door delivery. We the Union (you, me and all dues paying members) need to stand up and fight back; if not for our jobs then

we need to fight for people with disabilities and the elderly.

We are having a door to door campaign January 17, 2015, right after our General Membership Meeting, PLEASE JOIN US.

Since I have been in office, I have seen a number of big issues, one of which is backfilling. For those of you that might not know what that is, here is a quick explanation. If you are doing your scheduled job and you are removed from it to work elsewhere, then the employer puts someone else in to cover you on your scheduled job, this is a backfill. This is a clear violation of the Collective Agreement, so if you are backfilled this means that you will be financially compensated. Be sure to have your shop steward get a copy of the rotation schedule showing that you have been moved and replaced. In cases where a backfill has taken place, a shop steward may be able to settle the issue on the work floor. If the issue cannot be settled, get all relevant information and grieve this. I have been very successful with these kinds of grievances.

Another big concern is with the Global Eclipse system. Right from the start I thought that this was a poor system. The employer made all of our temporary workers choose 1 of 3 shifts that they want to work. This has been nothing but a big headache. After many grievances and consultations we had convinced the employer to cut the call-in list for three down to two. This has proven to be much better as I have started to see the number of grievances drop. Although the number of grievances have gone down there is still much room for improvement, and I am doing my best to represent all workers permanent and temporary and to have their voices heard.



Working Together

-Sharon Samuels

It is time for our membership to come together and fight back the employer. Canada Post would like to convince our members that the corporation is losing millions and view their drastic changes to save money. They forgot they made a profit last year. This Christmas season they also had record setting numbers for parcels to be delivered. Despite making profits they still want us to take concessions.

Canada post has forged ahead and is consolidating all the letter mail into four major urban centres across the country. I have watched the mail we sorted just last year from Windsor Sarnia Chatham and London head down the 401. The London plant now is only sorting incoming mail.

We need everyone's help to keep our jobs in this city. The local will be going to city hall to speak with our Mayor Matt Brown. We would like to know how he plans to inform the taxpayers as to who will be the lucky recipient of a CMB on their property. We are working with Patti Dalton and Irene Mathysen to get the correct information out to the public. We are also contacting other unions for their support.

We need your help. Over the next few months we will be planning door to door campaigns in Depot 1 and Depot 4. This is an election issue. Any chance of us turning this around will be that we mobilize and vote HARPER OUT!!!!

Please join us at our next general members meeting Jan 17 at 11 am. After the meeting we will be going door to door and reaching out to the public for their support.



Conservative Government of Canada REPORT CARD 2015

Subject	Overall Performance	Grade
Economy	Stephen Harper has talked a lot about economic growth, but in recent years, 80% of all new jobs have been part-time. Manufacturing suffered from the high dollar linked to promotion of oil and gas industry at the expense of other sectors. Income inequality is growing faster than any other industrialized nation.	D
Healthcare	Unilateral capping of healthcare funding to the provinces is a ticking time bomb as the aging population puts more pressure on our healthcare system. The Conservatives refuse to defend the Canada Health Act against private interests seeping into public healthcare delivery.	D
Retirement Security	The late Jim Flaherty seemed to support expanding the Canada Pension Plan. But Stephen Harper is refusing to act on the looming crisis of seniors living without adequate pension coverage, and instead raised the age to 67 to qualify.	F
Public Safety	The Conservatives abolished the gun registry created after the Montreal Ecole Polytechnic Massacre. While easing access to guns, they have increased penalties for minor crimes resulting in a drastic increase in jail sentences for the poor.	F
Families	The Conservatives scrapped the national childcare program, replacing it with a meagre cheque for each child. Scandals with private childcare operators show that expanding quality public childcare should be a priority. It would cost less than the latest income splitting scheme which benefits only the wealthiest families.	D
Transit	Canada remains the only major industrial country with no national transit strategy – one of the reasons for GTA gridlock. Shameful.	F
Public Services	With Veterans Affairs staff slashed, massive delays to EI payments due to staff cuts, and mail delivery to be abolished across the country - maybe it should be an F.	D
Environment	The Conservative record on the environment is an international disgrace. Canada is the only country to withdraw from Kyoto, taking no action on climate change despite having the worst greenhouse gas emissions in the world. Harper is determined to pursue massive expansion of tar sands, changing laws to strip protection from watersheds and First Nations land.	F
Trade	The Conservatives have signed many trade deals that lock in corporate privilege at the expense of workers' rights or local jobs. The European Deal will make it illegal for Toronto or any other city to favour buying our transit vehicles in Ontario. Made in Canada means nothing to the 32 Conservative Members of Parliament in greater Toronto.	F
Democracy	From robo-call voter suppression, to muzzling scientists to spending half a billion tax dollars on partisan ads, the Harper regime is known for relentless abuse of power. Unions are targeted, along with any other organization that questions the Conservative agenda.	F
Looking after the richest 1%	From corporate tax cuts that now cost us \$14 billion each year to allowing massive tax evasion through offshore accounts, the Conservatives have consistently rewarded their wealthy friends. In fact they rate an A+ when it comes to coddling the rich while slashing benefits for the unemployed.	A+
Overall Performance	The legacy of this Conservative regime will be an economy where for the first time in history, the next generation of Canadians will have lower wages and less jobs stability than ever before.	F

Not worthy of forming another government in 2015.

The Importance of Solidarity

-Lisa Long

Unions have been around in Canada since the late 1880's. They were formed to help workers have rights and a bargaining voice with their employers. Workers have been jailed, arrested and even killed on Canadian picket lines. Without unions we wouldn't have:

- weekends
- paid vacations
- the 8-hour work day
- ended child labour
- work breaks, including paid lunch breaks
- equal pay for equal work for women
- the abolition of sweatshops
- sick leave
- Canada pension plan
- universal health care
- the minimum wage
- pregnancy and parental leave
- the right to strike
- anti-discrimination rules at work
- overtime pay
- occupational health and safety
- a 40 hour work week
- worker's compensation
- employment insurance
- pensions
- public education
- collective bargaining rights for employees
- wrongful termination laws
- whistleblower protection laws
- anti-sexual harassment laws
- holiday pay

Union members have made many sacrifices before us in obtaining worker's rights and we should stand up to keep these rights intact. It's very important at this time for CUPW members to rally together to fight for our future jobs. We all must be in solidarity to voice our opinion on the upcoming changes here in London. The first of the new community mailboxes will be placed in two areas of our city; depot #4 and depot #1 which come in the fall of 2015.

We have to get involved and tell our fellow citizens that this is not good for the workers, the customers, or Canadians, in general. We have to fight; we can't just sit back and watch. We must be in solidarity and work together to stop this government's agenda. Talk to your family, your neighbours, and your city councillor, or write a letter to your local MP, about the importance of Canada Post.

Attend your local union meetings and upcoming events. At local union meetings, CUPW members are updated about issues that affect their workplace and the overall union. Attending local union meetings helps increase communication between different departments, shifts and ensures all members have the chance to voice concerns and ideas



London & Area Postal Retiree's Group – Get involved

-By Mike Rice - Chairman

The Pension and Benefits Committee started because of a letter stating that we could lose our pension indexing. A number of retirees showed up at the meeting at the Regional office. We were angry and we wanted some action. We decided to organize and formed an organization called London and Area Postal Retiree's Group.

We met as a large group and brainstormed. Out of this brainstorming we looked at the National Constitution and founded the London Local Committee. Our committee is composed of 2 members who have been retired for more than ten years. The other members have been retired for less than five years. We also wanted active members on the committee.



The first meeting was interesting and we realized we needed some structure. We reorganized and set up a Chairman and Secretary. Our first order of business was to look at timelines. The most urgent timeline was resolutions. We submitted a number of resolutions to the Regional Conference. Several resolutions were passed and several others failed.



Our second timeline dealt with the Extended Health Care Plan. We looked at the Hospital Option part; several retirees wanted to know why there was a premium holiday for some and not others. We wrote to the National Office and to date have not received a reply.

Our next timeline is to look at the Pension Plan. We have many questions to answer. Our intention is to have a position developed so that the London Local can present it at the next bargaining committee meeting.

In ending, we would like to encourage all potential new retirees to join the London and Area Postal Retirees Group. Secondly we would like to hear from you. We would like hear your success stories or failures dealing with our benefit supplier Great West Life. If you have any questions about retirement, contact your shop steward via Mike Procure.

Through education and organization we can be successful.

I-48

By: Joanne Starr

Speeding down the Interstate of Article 48

One of the most pressing issues facing letter carriers today is the constant expansion of letter carrier routes. Canada Post has systematically designed new routes that are at least double the size of a previous 8 hour assignment. They have achieved this through their claim that mail volumes have dwindled to the point where sort and prep values are almost non-existent.

We as letter carriers are aware that this is not a true reflection of reality. Canada Post is determined to delete positions through the continuous increase of route size. The employer is bound to continue this attack on our time values.

Unfortunately, through the technology that our PDT's offer the employer, they are now completely able to monitor our work day. What this means, is that they are fully aware of all letter carriers who don't show a 35 minute lapse in work duties. A letter carrier who does not take a 30 minute (+5 minute wash up) lunch break is absolutely giving the Corporation detailed and irrefutable data that shows most letter carriers don't take their entitled lunch.



The result of this will surely be that Canada Post will be bargaining in the next round of collective agreement negotiations to delete these 35 minutes of time values for a lunchbreak that most employees refuse to take. The employer will argue why time values should apply for a lunch break that they can prove isn't being taken and therefore is totally unnecessary. What this means is that they could potentially add 35 minutes of evaluated work to each route and reduce depot positions accordingly.

Currently under the present collective agreement we are in the midst of a wage freeze. They have already replaced our sick benefits with the STD (short term disability) program. It is highly likely that the employer's next tactic will be to remove the need for a paid lunch based on the data they will have compiled.



The old adage applies; "use it or lose it" Myself, I would prefer to spend 30 minutes of my work day resting and replenishing my body, rather than performing 30 more minutes of delivery. This would only result in decreased positions, larger routes and increased injuries.

The math is clear; a depot with 40 routes could lose 40 x 35 minutes which equals 1400 minutes of evaluated work. This is almost 3 more full time routes deleted.

Stop speeding through your route! Save your body – Save your job – Stop for lunch!

Your actions will dictate your future!

RSMC OVERTIME

-Dean Woronoski

In recent consultation with management we asked for their position on RSMC overtime. They initially told us that there was no overtime but when we pointed it out in the RSMC collective agreement they went on record stating that the collective agreement speaks to overtime. They would not elaborate further.



It is very clear in the Labour Code that all hours worked are to be paid. It also states in the RSMC collective agreement that management must authorize the overtime.

If you know that you will not be able to complete all of your duties within the scheduled time of your route you should discuss this with your Supervisor. If he or she directs you to complete all of the work available and you incur additional time you need to request payment by completing an ad hoc form.

In instances where you are not paid for hours submitted on an ad hoc form you can file a grievance or file a complaint with Labour Canada. Be sure to attach a copy of your adhoc form to either complaint.

It is against the law for any employer to force employees to work for free.

These are your rights. Stand up for them.



Reasons Why You Should Not Vote for the Conservative Party in the Next Federal Election

-Lisa Long

In approximately nine months we will all be voting in a Federal election. Choosing not to vote is as good as voting Conservative. If you did not vote in the last election, you put Stephen Harper in the prime minister's office with a majority government.

We need to think about what the Conservative government has done to Canada so far, and what they could do in the future if they are re-elected. Harper Government has exhibited a consistent pattern of behaviour that shows contempt for Canadian democratic values and institutions. Here are a few things that the Mr. Harper has implemented since he has taken office.

- Harper administration was found to be in contempt of Canadian parliament on March 25th, 2011.
- Harper shut down Parliament twice. Once for several months to block an inquiry into Afghan detainees and to stall government bills, and a second time to avoid a vote of Non-confidence.
- Harper has cut funding for women's advocacy by 43 per cent, shut down 12 out of 16 Status of Women offices in Canada and eliminated funding of legal voices for women and minority groups, including the National

Association of Women and the Law and the Courts Challenges Program.

- Harper has weakened regulations so that more pesticide residues can be left on your fruits and vegetables.
- Mr. Harper pulled out of the Kyoto Protocol which has caused Canada to be one of the highest greenhouse gas producers per capita. Canada has dropped from 12th place to 27th place in regards to environment protection.
- In 2014 Mr. Harper closed down 9 veteran's offices in Canada. Now some veterans have to travel over 10 hours to get to the closest location.

I could go on and on but one of the key contempt that is affecting our current jobs at Canada Post is the "Five Year Plan". All across Canada, in every city, there won't be door-to-door delivery service by postal workers by the end of 2018. This all can be stopped if we all don't vote for the Conservative government. It's in all our best interest.

Vote – vote like we've never voted before!



CLASSIFIEDS

OBITUARIES

Activism, Workplace: After a

lengthy battle with management attacks and worker apathy, Workplace Activism has finally succumbed to this insidious disease. Activism was born during the Industrial Revolution in Europe and has been praised by many such as Charles Dickens, Tommy Douglas, John Lennon and Martin Luther King. There will be no official service for Activism's demise and his family and supporters ask that donations be made to The Anti-Apathy Foundation.

Dud, Donna: With her family by her side, Donna past away after a lengthy career in the workplace. She enjoyed a good Union wage and benefits and has passed on a generous pension to her spouse and children. Donna was known as a socialite at work and always appreciated the efforts of others who preserved her entitlements in the workplace. She was an avid social media poster, often displaying aspects of her social life that her Union wage procured for her.

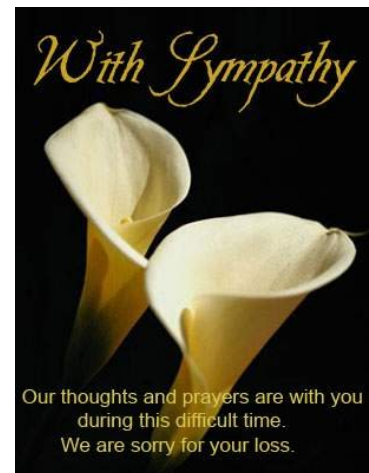
Faker, Francis: After a long and prosperous life, Francis passed away with his family by his side. He was known for his persistent filing of grievances that pertained to his own unique situation and he was successful in receiving numerous monetary settlements that benefitted him,

personally. He is survived by several workplace brothers and sisters of the same ilk.

Menace, Michael: After a long battle with bitterness, Michael passed away. He had no known living relatives. Michael was prominent in the workplace for his persistent, yet unsuccessful struggle to have his Union dues redirected to charity. He adored his job but bitterly objected to any Union activism. His wishes were that any donations be directed to The Fraser Institute.

Smashing, Suzanne: With her family and friends by her side, Suzanne died peacefully in her sleep after a distinguished life as a relentless Union representative. Suzanne was known as a person who often placed herself in the firing line to protect her fellow workers. She will be sadly missed by her friends, the community and by all those who were fortunate enough to know her. At the family's request, any donations should be forwarded to the charity of your choice.

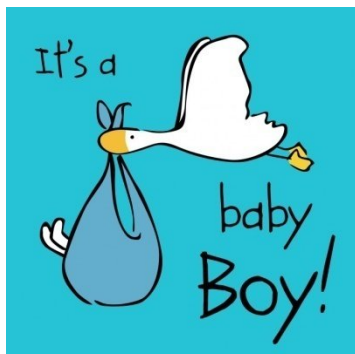
Wanker, Winona: After a lengthy struggle with delusions of grandeur, Winona passed away after a career as both a worker but mainly as a frontline supervisor. She was well known as a "Union Buster" and went to great lengths to intimidate and harass her subordinates. A gaudy and unusually elaborate funeral is planned and it is expected that numerous management types will be there to eulogize her. The family has requested that no CUPW shirts are to be worn at the service. All donations are to be directed to the Conservative Party of Canada.



BIRTHS

Bush: We are very excited to announce the birth of another in the long line of formidable leaders. Texan Bush is already a little tyrant and when he can't have his way, he screams until grand-dad makes things right. If he had his way, he'd probably drink oil instead of formula! He has a big head for his age and grandma says he's about ready to walk already.

Newgen: It is with great joy that we announce the birth of baby Newgen. She is the next in a long line of social activists and we are pleased that she was not born with a silver spoon in her mouth. We are confident that she will be kind and we pledge to teach her to use her wily smile to further the good of humankind. We have not given her a name yet but we are willing to listen to all suggestions.



ENGAGEMENTS

Bumstead/Dickdoo: The parents of Jennifer Dickdoo and Johnathan Bumstead are very pleased to announce the engagement of their children in their intention to marry. Jennifer has been extremely successful in her quest to climb the corporate ladder and although Johnathan has not achieved such a high level of success, Jennifer is willing to drag him along in her life because he is tall and he has nice hair. Jennifer is confident that she can mentor him in the skill of kissing backsides and although he has no brains, all are confident that the loving couple will be inordinately happy.



Solomon/Greenspan: Both families are thrilled to announce the engagement of Julie Solomon and Theodore Greenspan. The wedding is scheduled to occur just after the graduation of Julie and Ted. Julie is pursuing her master's degree in Social Work and Ted has just completed his thesis in, "The Role of Unions in the design of Public Policy. They both currently assist Labour advocate groups in their quest for social justice.



HELP WANTED

Unions looking for workers who have a social conscience and a desire to help their fellow humans in the pursuit of social justice and fairness in the workplace. Qualifications are listed below:

1. Determination
2. Willingness to learn.
3. Resiliency
4. Sense of humour
5. Courage

All applicants should offer their talents, time and tenacity to their Local Union Executive.



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