



THE VOICE 626 *OF THE LOCAL*

The Official Newsletter of the Toronto Local - Canadian Union of Postal Workers (CUPW)

GATEWAY STILL BREAKING RECORDS AFTER 42 YEARS

BY Tom Godfrey



Long-time postal worker Bruce Barber recalls driving through acres of farmland on his way to work at Gateway Postal Facility also 40-years ago, when it was the largest plant operating in Canada.

Barber started at Gateway in 1978, three years after the ‘automated, high-tech’ facility was opened with much fanfare by Canada Post in April 1975. The record-setting one-million-square-foot plant was also the second largest in Mississauga for many years, with only Pearson International Airport being larger.

“It was all farmland up here,” Barber tells *The Voice*. “There was nothing up here except rows of apple trees and cattle and this huge postal plant.”

He recalls then there were no punch-in time clocks and the more than 1,000 workers had to sign their names on entry into the plant in a large book. There was also a small electric train that ran on tracks under the main floor that transported mail and equipment.

“The business has changed a lot over the years,” Barber reflects. “Today the processing is more automated and less physical than it used to be before. Things are quicker.”

Back then there were no high-end delivery services offered as ExpressPost, Priority, Registers, online or Internet deliveries. And, Amazon and Walmart deliveries didn’t exist.

“It was only regular and air mail back when I started,” he smiles. “A lot of things have changed here over the years but the people have always been great. There are many good people.”

Canada Post spokesperson Darcia Kmet said Gateway today has about 4,000 plant and administrative employees and processes an average of two million pieces of transaction mail and 515,000 packages daily.

“During the recent holiday season, we had a record of 26 days where we delivered more than a million parcels in one day across the country,” Kmet says. “Gateway was responsible for processing at least half these parcels.” Megan Whitfield, President of CUPW Toronto Local, said a majority of her 7,500 members work at Gateway, with others based at South Central Mail Processing Facility and other affiliate stations.

“Gateway is Canada Post’s largest processing plant in the country,” Whitfield says. “It has been added too

and modernized quite a bit over the years.”

She said the Mississauga facility is being converted into a processing plant for parcels due to increased popularity of online shopping.

The plant, which operates three shifts seven days a week, sits on 72-acres that was once the Grice Farm, which operated for almost 100 years until 1954, when it was sold for use as an industrial park. It was purchased by Canada Post in 1972.

Gateway at the time was described as a high-tech “ultra-modern” processing plant of 25-acres under one roof.

The facility when completed, according to news reports, was heralded as the largest building in Canada at the time with nearly one million square feet of space; employing 1,800 people and with parking spots for 1,500 vehicles.

Construction of Gateway began in 1972 and ran until late 1974. The project at the time, and still does, provided hundreds of well-paying union jobs for residents from the region.



WHY THE GRIEVANCE PROCEEDURE TAKES SO LONG

By Joanne Leader - 2nd Vice-President

We receive many calls and concerns from members about why the grievance procedure takes so long. A member has 25-working days to file a grievance from the date that they became aware of the alleged violation. The members should ensure that the grievance arrives by the 20th day to allow the Local Office enough time to process the grievance.

Remember, the grievance investigation form must be signed by the member.

When the Local submits a grievance to the employer, Canada Post Corp., then schedules a first-level hearing. Two chief stewards attend on behalf of the Local.

As most members may know, Canada Post denies about 90% of all grievances at first level. It is the employer's responsibility, and not that of the Local, to provide the member with their copy of the submitted grievance, commonly known as Copy 6.

The Local then photocopies the grievance file which is forwarded to the Regional office of CUPW, where it is reviewed. At this point, the Region notifies the Local which grievances are not being recommended for arbitration.

The grievances that are being recommended for arbitration are then sent to our National Office, which decides ultimately which

grievance will be referred to arbitration. The ones that are not referred are then sent back to the Region.

The grievance procedure is one of the avenues available to members to protect their rights.

Please note that people who have lost their jobs due an unjust discharge take priority over all other grievances.

Some of the demands that members should be insisting on this year are for Canada Post to resolve all backlogged grievances and that a penalty clause be included in the contract.

Members should never give up and continue to grieve.

POSTIES DIG DEEP TO HELP DARREN IN TIME OF NEED

Generous postal workers at Gateway and South Central dipped deep into their pockets to help raise funds to help long-time CUPW activist and labour leader Darren Steinhoff, who is now on disability awaiting a lung transplant.

Co-workers are praying and have raised about \$1,000 to aid Darren, who has been diagnosed with "End Stage" Chronic Obstructive Pulmonary Disease for which there is no cure. His lungs are now functioning at 15% and he requires continual oxygen therapy.

Executives of the CUPW National and Local offices will also be making a donation.

Darren has been meeting with Vancouver General Hospital Transplant Clinic specialists and staff and is undergoing tests and exams to determine his suitability for a double lung transplant. Once

the tests are completed, a surgical team will decide whether to put him on the "activation list" to receive a transplant.

One of the conditions to qualifying for the transplant is the requirement to live in Vancouver for a minimum of three to six months after surgery for therapy, testing and observation of possible signs and treatment for organ rejection.

The Union is planning to help him with accommodation and other expenses. His income has been slashed since he has not been able work for the last year.

Steinhoff was a former CUPW president of the Calgary Local until 1994, when he became a regional union representative in the Prairie Region, where he remained until 2008. He then went on to be an officer of the Winnipeg local.

He gained national notoriety after being the only person arrested by police in 2002 while trying to get past police lines to get closer to world leaders of G8 countries gathering for a high-security Economic Summit in Kananaskis, Alberta.

Contributions to the Darren Steinhoff Solidary Fund can be made on a gofundme page at www.gofundme.com/https-darren-steinoffs-solidarity-fund.



2016 ABORIGINAL EDUCATION AWARD WINNERS

The well-deserving winners of the 2016 Aboriginal Education Incentive Awards are being recognized for their worthy deeds. The awards, which is presented by Canada Post, recognizes the efforts and commitment of Canadians of Aboriginal heritage who have chosen to continue school following an absence from formal education.

Since 2004, more than 200 talented and skilled members of the Aboriginal communities have been recognized for their fine work from coast-to-coast.

The awards are open to all Aboriginal Canadians who have resumed studies and completed one

full year or more following a minimum of 12 months out of school. Applicants are required to submit an essay outlining the obstacles and challenges they have overcome in pursuit of a higher education.

Each year, a selection panel made up of Canada Post representatives and members from the Aboriginal community selects up to 24 winners across the country and awards them each a \$1,000 prize.

The winners from each province includes:

- Ontario: Chelsea Mosher-Rae, Erica Martin, Margo Doxtator, Susan Abitong-Solomon
- British Columbia: Janice Wells, Melissa Camsell, Natasha Billy, Theresa Kozma

- Alberta: April Price, Brittany McNarland, Shelby Brown, Tanis Flett

- Saskatchewan: Anita Opoonechaw, Bergen Vermette, Jeremy Delorme.

- Manitoba: Amber Fontaine, Danielle Richards, Dinae Robinson, Janis Carpenter, Kimberly Osborne

- Quebec: Melissa Gilpin, Véronique Legault

- New Brunswick: Kyana Kingbird

- Nunavut: Madison Cormack

Information about the Awards and its application process and criteria is available on the Award's

website: canadapost.ca/community.

CUPW DELEGATION VISIT COMRADES IN CUBA

A CUPW delegation will be meeting with postal workers and visiting postal facilities in a fact-finding tour of Cuba, during which they will take part in May Day celebrations.

The union's National Executive Board in March adopted a resolution to send a delegation to the Communist country from April 29 to May 6. A similar group visited the island last year.

The delegation will take part in May 1st celebrations and in an International Solidarity Conference on the island, said Denis Lemelin, a CUPW National Union Representative.

He said the members will meet with Cuban postal workers, visit postal installations and obtain information on the Urban collective agreement Appendix "R" solidarity project.

The costs of the delegation will be paid out of Appendix "R", he said.

Participants were selected based on their commitment and activity in the union and who had experience with issues and activities related to Cuba. Members will be required to write a report on their experience as delegates taking part in May Day events in Cuba. The 200 to 500-word reports will be forwarded to CUPW members.

Another delegation was in Cuba last year to take part in International Workers' Day events. Our members joined more than 1,600 other international guests who took part in the May Day parade in Havana.

Union executives said they are often asked by members why they participate in May Day activities in Cuba. The answer is very simple: to express our solidarity with the international working class and the Cuban people, who are still fighting

for their economic and political independence," a CUPW official said.

The delegation while there will strengthen direct relations with Cuba's National Union of Communications, Computer and Electronic Workers (SNTCIE), which represents the postal sector.

Our members last year visited a post office, a letter carrier depot, the international mail centre, as well as a young workers' collective: the "cell phone doctors."

They also had discussions with the SNTCIE's leadership, who had prepared a work plan that focuses, among other things, on union education and secondary leadership training.

"These are concerns shared by all unions, and we agreed to organize joint activities over the next few months," the unions agreed.

**You can check out the Union's latest news by visiting our website at <http://cupw-sttp.ca/toronto/>
Or contact Editor Tom Godfrey with your NEWS & TIPS at tgodfrey@rogers.com**

DOG BITE AWARENESS!

American Postal Workers Benefit as Top U.S. Cities Launch Campaign To Raise Public Awareness of Dog Bite Safety



More than 6,755 postal workers were attacked by dogs last year in the U.S., according to the U.S. Postal Service (USPS), in its annual ranking of top dog attack cities.

The dog attacks against U.S. postal workers rose by 206 from 2015 and the highest in three decades, as online shopping booms and consumers increasingly demand seven-day-a-week package delivery and groceries, according to the USPS.

In contrast, Canadian postal workers are attacked about 500 times a year, according to Canada Post officials.

The report said posties in Los Angeles fared the worst suffering 80 dog attacks in 2016, followed by their colleagues in Houston with 62 attacks. Cleveland postal workers suffered 60 dog attacks, followed by Cleveland with 60 last year, according to the Service in its annual report that highlights safety initiatives to help protect posties.

"Even good dogs have bad days," said USPS Safety Director Linda DeCarlo. "Dog bite prevention training and continuing education are important to keep pet owners, pets and those who visit homes, like letter carriers happy and healthy."

The Service uses safety measures that alert letter carriers to dogs on their routes. The Package Pickup application asks customers to indicate

if there are dogs at their addresses when they schedule package pickups. This information is provided to letter carriers on their delivery scanners, which also can send real-time updates if an unleashed dog is reported in a delivery area.

"The scanners that our letter carriers use to confirm a customer's delivery

doors or plate-glass windows to attack visitors. Dog owners should keep the family pet secured.

Parents should remind their children and other family members not to take mail directly from letter carriers in the presence of the family pet, as the dog may view the letter carrier handing mail to a family member as a threatening gesture.

The USPS stressed that if a letter carrier feels threatened by a dog, or if a dog is loose or unleashed, the owner may be asked to pick up mail at a Post Office until the carrier is assured the pet has been restrained.

Other top cities for dog bites against posties includes San Diego with 57, Louisville with 51 posties attacked, Detroit with 48, Denver with 47 and Chicago with 46 posties being bitten. During the 1980s there were more than 7,000 dog attacks against U.S. posties, before the mauling by pit bulls and other aggressive dogs became a public issue.

The report was released to kick off U.S. National Dog Bite Prevention Week, which runs from April 9 to 15.



include a feature for carriers to indicate the presence of a dog at an individual address," said DeCarlo.

"This information is helpful for substitute carriers who fill in for regular carriers on their days off."

Here are some USPS tips to prevent dog bites that affect thousands of hard-working posties on both sides of the border.

If a letter carrier delivers mail or packages to your front door, place your dog in a separate room and close that door before opening the front door. Dogs can burst through screen

