



# THE VOICE 626 OF THE LOCAL

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

## CONTRACT TALKS CONTINUE WITH AID OF A MEDIATOR By Tom Godfrey

Negotiators for our two CUPW Bargaining Units say they are undergoing a very intense and busy mediation schedule in a bid to obtain a decent contract for members nationwide.

Unit members say “every single one of our demands remains on the table” and they are working hard to show Canada Post Corp. (CPC) why the demands are important.

The union has been calling for improved working conditions, wages, benefits, proper staffing, increased and improved services for the public and a greener Canada Post.

Nancy Beauchamp, Chief Negotiator, of a RSMC Bargaining Unit, and Sylvain Lapointe, Chief Negotiator, of the Urban Bargaining Unit, in an update said they have discussed key issues including, restructures and union observers, workload, overburdening, the future of delivery, human rights, temporary workers, staffing and union rights.

“We must all remind Canada Post that we are determined to achieve

one collective agreement and equality for all our members,” the negotiators wrote. “Our message is simple and makes sense; all of our members who process and deliver the mail should have better working conditions, pay and benefits.”

They warned that the pay equity process has been delayed due to Canada Post’s tactics, which may involve arbitration.

They said a January 24 announcement by Carla Qualtrough, the Minister of Procurement and Public Services, about the Government’s New Vision for Canada Post, will impact this round of bargaining.

“The government has opened the door for the introduction of new services and the utilization of the large Canada Post retail network to provide these services,” they said. “This announcement also means that the issue of restoring door-to-door delivery must be dealt with during our negotiations.”

The negotiators are working hard to upkeep Group 1 staffing, which has been a major concern for many years.

They claim the CPC has not met a full-time to part-time ratio of 78% and has not filled its contractual requirement to create these full-time positions.

“One of the problems with the current Appendix ‘P’ language is that when they do create positions, we have no control over where they are created,” according to the union update. “Canada Post has been putting the majority of Appendix ‘P’ positions into the large processing plants and deleting positions shortly after they are created.”

CUPW is seeking to have more control and input into where the jobs are created and language that would prevent Canada Post from deleting full-time positions.

Locals across the country are being urged to file grievances when there are violations where back-to-back part-time positions add up to eight hours or more and when the CPC uses excessive part-time hours and temporary hours instead of creating full-time jobs.

The talks continue with the help of a federal mediator in Ottawa.



CUPW Toronto Local president Megan Whitfield and friends were among the thousands who gathered downtown on March 3 for Toronto’s 40th annual International Women’s Day march. This year’s theme was a call for liberation and justice for Indigenous women. The march began with a rally at OISE Auditorium, where speakers highlighted the struggles of Indigenous and racialized women, and reaffirmed IWD’s commitment to honouring the narratives of all women, including those who identify as Indigenous, Muslim, Black, queer, transgender and differently abled.



## CPC Bully Bosses put on notice by PM Trudeau

CUPW President Mike Palacek is seeking a meeting with Prime Minister Justin Trudeau to follow-up on a commitment to stop the bullying and harassment of workers at Canada Post.

Trudeau admitted at a Winnipeg town hall meeting that the Crown company can be an industry leader when it comes to preventing the intimidation, harassment and bullying of employees.

“We have heard many horror stories from members,” Palacek said. “In some way every one of us has been affected by bully-bosses. We know there is a problem on our work floors.”

He said the PM “took responsibility and vowed to take action on the issue.”

“A Crown corporation that’s something that’s in the responsibility of the federal government,” Trudeau told the February meeting. “That’s something that I particularly take extremely seriously and I commit to you that I will follow up.”

Palacek is pleased with Trudeau’s position on gender equality and dealing with workplace harassment and bullying.

“We are happy to hear that the Prime Minister takes this issue as seriously as we do,” he stressed.

A letter has gone out from the Union to the Prime Minister’s Office seeking a meeting to follow-up on the commitment.

“We know it is never easy to come forward on issues of bullying and harassment,” Palacek warned. “We also know that every person that does becomes part of the solution.”

The federal government last year introduced new laws aimed at giving workers and their employers a clear course of action to better deal with allegations of bullying, harassment and sexual harassment, exerting more pressure on companies to combat unacceptable behaviour and punish those who don’t take it seriously.

The changes will merge separate labour standards for sexual harassment and violence and subject



them to the same scrutiny and dispute resolution process, which could include having an outside investigator brought in to review allegations.

Once passed, the legislation would also allow anyone unhappy with how their dispute is being handled to complain to the federal labour minister, who could step in to investigate and order sanctions for employers.

CUPW National is asking any postal worker who believe they have been bullied or harassed at work to send them their story of what happened.

The incidents of bullying can be mailed to Bully Bosses, 37 Bank St., Ottawa, ONT., K2P 1Y3.

They can also be sent by email to [jlouisize@cupw-sttp.org](mailto:jlouisize@cupw-sttp.org).

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## Work to improve Gateway E. air quality By Tom Godfrey

Good news may be in the air for employees at Gateway East.

A tendering process has been undertaken by Canada Post to select a company to clean and replace the air vents, filters and other apparatus that filters our air high in the rafters of Gateway E., which we can all see has been left darkened by dust particles over the years.

A suitable air cleaning company may have been found for the costly and time-consuming job, which will be conducted when employees are not working in sections of the building.

The air filtration process was first brought up for discussion by members of a Local Joint Health and Safety Committee.

The Gateway plant, which was opened in 1974, operates three shifts seven days a week. It 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.

Construction of Gateway began in 1972 and ran until late 1974. The facility at the time was described as a high-tech “ultra-modern” processing plant of 25-acres under one roof.

The sprawling flagship facility when completed was heralded as the largest building in Canada at the time, other than Pearson Airport. It occupies nearly one million square feet of space; employs thousands of people and provides parking spots for 1,500 vehicles.

Canada Post officials 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.

## SECRETARY-TREASURER'S YEARLY REPORT



My first year as an elected officer of the Toronto Local has been a very challenging and rewarding one. I will use the next few years in office to better serve you the

membership especially when it comes to addressing our day-to-day work-related issues.

Last year around this time I was honoured to be elected Secretary-Treasurer of the Local. It meant a lot to me that our members recognize the need for hard, transparent and honest work to turn our finances around.

The Toronto Local is fully committed to being there for all of our members at all times. I am committed to doing my part in

protecting our Local's finances and to ensure that they are used wisely and responsibly during my tenure.

My aim each day, with the help of many others, is to make our Local into what members need it to be: a good, accountable, focused, united and strong Local. After a year of hard work, the Toronto Local is in great financial position. Here are some of our accomplishments:

Firstly, an auditor was brought in to review the financial books of the Local for the fiscal year of July 1, 2016 to June 30, 2017. This work is important to help determine of our financial situation.

The Toronto Local Trustee Committee has reviewed our financial books, which are now up-to-date since we have also settled all our bills that were outstanding.

We have started to work on repairs to be made to our offices at 47 Densley Rd. We started with the roof and replaced it with a new one. More work is needed on the inside of the

building and this will be done in a timely manner.

We want our building and especially the General Membership Meeting Hall to eventually meet your expectations. The facilities are an investment made by members which we have to look after.

We have also improved our communications with you, thanks to the hard work of Brothers Mark Brown, Tom Godfrey and Darren Kelly. The Toronto Local Website is always updated. The Toronto Local newsletter, The Voice, is reaching members monthly with timely news and updates as contract negotiations continue.

Still, there is much more work to be done as we strive hard to move our Toronto Local forward and keep our members posted and updated during these fast-moving times. We are here to help you.

Abdi Hagi Yusut - Secretary-Treasurer - CUPW, Toronto Local

### SHIRLEY'S LOVING SMILE MISSED ALREADY



Family-woman Shirley Bach will be missed by many of her loving friends and co-workers at Gateway.

Many of them attended the funeral service for her on March 10 at the Glen Oaks Chapel, in Oakville. She passed away quietly on February 26. The popular and well-liked PO4 leaves behind George, her husband for 54 years; daughter Darlene, son George and three loving and doting grandchildren.

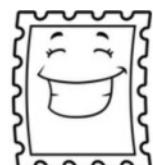
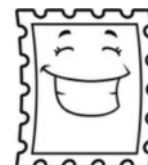
"She was a very nice person who was very loving and caring to us all," said one of her many girlfriends. "We all miss her so much already."

Bach had worked at Gateway for many years in both the Packets and Parcels Sections, where she had many friends.

Her loving smile will be missed by many.

### WHO ARE "THE VOICE"?

The CUPW Voice is published monthly by the Toronto Local to keep our members informed of the latest issues affecting them. The CUPW Voice Advisory Committee is made up of: Layout artist Darren Kelly, Union activist Mark Brown, Secretary Treasurer Abdi Hagi Yusuf and Editor Tom Godfrey. We are always looking for new members to help with the publication. You can send Tom an e-mail with news items or tips at [tgodfrey@rogers.com](mailto:tgodfrey@rogers.com).



# Bullying; If You See Something, Say Something

By Anne Biondich



Here at Canada Post we are an equal opportunity employer.

We all come from different backgrounds and different cultures. In a perfect world, everyone can get along with everyone. Unfortunately we do not live in a perfect world. We live in a world of different world views, different political and religious beliefs.

What is workplace bullying?

Workplace bullying is where one person or group of persons mistreat another employee with disrespect and disregard. It can come in the form of verbal abuse, humiliation, intimidation, interference and outright sabotage preventing them from doing their job.

Subtle signs of Bullying:

A person may show some hostility against another employee and demonstrate bullying through verbal abuse such as shouting obscenities at the individuals or pounding at an object to try and instill fear into that person. Other signs can be embarrassing the individual and make them feel worthless. Revenge and threats are also in this category.

Some bullying tactics can go as far as making an unstable person want to attempt committing suicide. This individual may feel so threatened and

worthless. You don't know their story is or what they are struggling with in their personal lives. Everyone has a backstory. We spend most of our waking hours at our workplace. Nobody needs the added stress of a bully at the workplace to coerce and poke fun at a person and push them over the edge.

Respect one another as you would respect yourself is my motto. We are all here for one thing at Canada Post and that is to come to work in a comfortable environment free of harassment and bullying and to pay our bills.

If you see something, say something. We are in this together to make a comfortable and bully free workplace for all.

Anne Biondich is a second-time Shop Steward at Gateway.

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## YOUR PENSION: IMPORTANT INFORMATION BY TOM GODFREY

Many of us are getting older and dreaming of sunny days ahead, so you may want to check out a Pension Whiz educational being offered at the CUPW Toronto Local office.

Attendance for a March 24 class is filled and other classes are planned due to the demand from members, who should keep track of their service and changing pension rules as we think about checking out.

Toronto Local 4th V-P Jane Marsh warns that all members should know their retirement rights.

Marsh said the best time for taking your pension is as soon as you complete 55 years of age and 30 years of pensionable service, or when you reach 60 years of age. This way there will be no penalty as a reduced pension. Please ensure that your strike time is counted or it could result in a penalty.

“The idea is the earlier you apply for your pension the more you will enjoy it in the long run,” according to union officials. “Many members have waited for age 60 or 65 only to become extremely ill or pass away.”

The best time to retire is one day before the last working day of the month, since this will add another 1/12 per cent to your indexation. Take note that retiring on the last day working day of the month will result in a lower indexation. Also, if you are planning to leave earlier in the month then make sure to leave after having 10 paid days in the month since this will ensure you have earned your fractional rates of annual leave credits and personal days.

Marsh explained that the best day to retire is either on your anniversary with Canada Post or birthday which comes first to complete your “55 and 30” or “60 and 2” years.

Finally, any pre-retirement leave not taken will be lost. When scheduling your pre-retirement leave, ensure it is after your birthday or anniversary, whichever comes later and you can take two weeks in the last year.

If you have questions, and there will be many, you can contact the Pension Administration Centre, at 1-877-480-9220 or visit their website at [www.cpcpension.com](http://www.cpcpension.com)

The Centre's mailing address is P.O. Box 2073, Mississauga, Ont., L5B 3C6.

Another helpful site is [mysite.canadapost.ca](http://mysite.canadapost.ca) which helps members view, update and control their personal information such as life insurance and benefits.

Please note that you have to call 1-877-411-8585 to activate your profile.