

**Atlantic RVP's Report**  
**UPCE National Executive Meeting**

The UPCE held their Triennial convention in Halifax in October 2005, and there was full and open debate. I am pleased to be continuing as the Atlantic Regional Vice President. The majority at Convention changed the job title from the former UPCE Director, and adopted the name change to RVP. This was in line with other Components, and the members felt the change was necessary.

Congratulations to Janet May, Marilyn Adlam, and Ginette Chartrand, as they too were elected by delegates to be the Regional Vice Presidents. Richard DesLauriers deserves thanks from all UPCE members for being elected and accepting the tremendous responsibility of being our UPCE National President. He also deserves enormous thanks for his interim (acting) presidency, before Convention. He and we were thrust into an unexpected vacancy and situation. This was the result of the resignation of the former President.

Richard and the National Executive handled this situation with complete professionalism, and UPCE's interests at the forefront with integrity and total commitment, and those in the National Office were also of great help during this transition. Richard also Chaired the Convention with integrity, flexibility, and class. The National Executive also conducted them very becomingly of Union leaders, and we anticipate a future of working together for the next few years for all UPCE members.

Let me begin by thanking all of those who made the Convention a success. There are so many from our National Office, Committee members, and delegates and observers, as well as the exceptional Halifax Local, who were able to make the outcome democratic, as well as enjoyable for most. Many issues were debated, and many opinions were allowed to be forthcoming. The majority spoke, and the UPCE National Office and National Executive have some financial issues that we have been mandated.

My work and representation has remained the same, with a full commitment from me that I will honour given to me, and do the best that I can for all UPCE workers.

**Dues Increase**

There was a dues increase by the delegates. This was a very contentious issue, but the majority of delegates approved the dues increase, with the budget for the next three years being approved by an even larger majority of delegates.

This increase was decided by those that represent the UPCE at Convention and after lengthy discussion, the majority of delegates feel that the structure that UPCE has in place, **best represents** the members accross the country. We are again looking at a very challenging, and sometimes very frustrating three years with the Post Office, and we need full representation from local and National union representatives, as we have had in the past. Our employer is abolishing our UPCE positions, increasing workloads by placing surplus members in positions with little or no regard to the personal needs, and making work very undesirable to fulfill each day, with horrible management treatment in many work areas. This needs to stop, and we need to be proactive in the retention of positions. The UPCE is committed to doing what is best for all members, and the treatment of our members is paramount in how we get through Organizational and Structural changes.

Canada Post has been extremely difficult with UPCE at National and Local consultation, and we will be trying to make them understand what “meaningful” is, that it should be interpreted to best represent employees AND the business. That is severely lacking on their part. The Union can help the business grow and work, if input is seriously sought from the workers themselves, but our goal is to minimize the affects on our members, when changes occur. It should be the Post Office’s goal also, but is not.

The UPCE National Executive heard the instructions given to us by those at Convention to serve the membership, by reducing expenditures, as well as working in conjunction with other areas of finances to reduce costs for as much as possible. There were also instructions about our National Office facility (residence) being reviewed, as well as other Unions (Components) within PSAC being approached if possible and feasible, to offset expenditures in some areas.

### **Communication and Political Action**

Communication in our work is so important, and the National Executive and Office heard the delegates and observers at Convention, and will be trying very hard to improve all lines of communications with our members. We have a long road ahead of us, as the Post Office and the managers no longer identifies itself as a Public Service, and the change of government is a concern with Privitization certainly being discussed by many members. We need to be proactive in this also, in many ways, including political action, and making CPC a service that is not about profit; **it is about service to all Canadians all across Canada.**

Due to changes to the Post Office, members are still feeling that their work is undervalued, if valued at all. Others have seen their workloads increase at a rate that is unhealthy. CPC’s expectations for workload and profit also have become very demanding, adding to stress, and poisoning workplaces in many areas.

### **Committees**

The UPCE National Executive has appointed members to the National UPCE Committees. Thank you to all members who have shown an interest and thanks to all that were selected also.

The National Education Committee will be working in the next while on when, where, and what type of course they/UPCE National Executive will decide upon that best represents the members across the country.

### **Terms and Part Time**

This issue is of real concern to members and to the Union.

The employer is using Part Time and Terms in a very negative, and intentional way. This is creating a very poisonous workforce. Extension of hours to PT members is happening, and we support this as long as it is used with the best interests of members in mind, but UPCE is now with the realization that it truly means that FT are needed because of the consistent abuse. With the PT being extended, many are working next to FT that have been there for sometimes 20 and more years, and the Terms and PT are working the “best shifts”, as seniority is separate for PT and FT when bidding occurs.

This manipulation needs to be addressed, and all of our members, including terms, need to have dignity and health in the workplace.

### **Surplus, Changes, and lack of Respect from Employer**

The Post Office is going in a direction that the Retail sector is going, regarding labour. It wants to cut Benefits, person years, and stability, in order to be able to “compete” with UPS and FedEx, and competitor’s. These are lame excuses, and are scary to us who have years with this company. The older and senior members will be more secure than those of the new and younger generation in some regards. We need to build a foundation in our Union that attracts younger people to become involved, and to help other workers. This is not emphasized enough, and one of the ugly realities of this is that many members are so worried about stabilizing their lives, because of the changes at the Post Office, that they have very little time to allow the introduction to “new and young” employee’s about how important a Union is to all employees.

**“The average age of all Postal employee’s is 48-50 years of age. This is fairly representative of members within UPCE, but CPC refuses to listen to us when we insist there will be a vacuum and void created when an enormous amount of members retire during the next five to seven years. Retirement for many members used to be something that they could look forward to positively. Now, our members look forward to leaving the Corporation rather than retiring. This is not the type of employer that cares about loyalty.”** This statement has been in my last Report, and I am going to continue to print it, and when it changes for the better, I will remove it. I fear that I will be retired before this quote is removed.

Changes are occurring at a rate that we have not been subjected to since the late 1980’s. They are trying to increase workload, and decrease members and pay, with “token” input from the UPCE

### **Organizing the Unorganized**

We need to organize the unorganized into our UPCE Component. This is critical for our survival. We cannot allow UPCE to further decrease in membership. There are Call Centres all across Canada, and our Bargaining Agent, PSAC, will hopefully meet their obligation with us, and encourage recruiting of new members for our UPCE, as Canada Post are fairly clear in their position of not hiring as our members leave work, or leave the bargaining unit. This Union is a great Union, and the necessary decisions that will have to be made by our members and we, who were elected to fulfill certain mandates, will depend on our vision as we move ahead in the future with an employer that cares nothing about our well being. We need to stay strong and stand together. But it will be with your vision and help that we will be able to succeed.

In Solidarity,

Mike Moeller  
Atlantic RVP