

**Atlantic Director's Report
UPCE National Executive Meeting
September-2006**

The UPCE and the entire membership are going through changes that are occurring and have occurred at Canada Post. To say the first eight months of this year has been anything but stressful would be an inaccuracy.

The Production and Control workplace has seen enormous changes, and has kept all involved busy to ensure that the situation is implemented with a transition that at least makes the members feel well recognized. I would like to thank the National Office and the National President for their input during these tumultuous and stressful times. They were a great help. The Local executives and Local president's have represented the members so fairly and are so committed, I would be wrong to not say a huge THANKS for working through this reorganization, as well as all of the "fires" that they put out in their locals without members even knowing.

My work and representation has remained the same, with a full commitment from me that I will honour, and do the best that I can for all UPCE workers. The local executive's are always there also.

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 somewhat improved in the last year with UPCE at National and Local consultations and we will be trying to make them understand what "meaningful" is, and that it should be interpreted to best represent employees AND the business. That is still 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.

Training in many areas is a key focus in the work we do. Technology has placed the Corporation in a very business minded vision, and this directly affects our members, as the Post Office will be complaining about Labour Costs again. That is always bad news for us.

PENSION

The new Canada Post Pension plan has incurred several actions by the Post Office that members should be aware of.

They have transferred money from the Supplementary Retirement Arrangement (SRA) to the CPC Registered Pension Plan (RPP). The purpose of SRA is to provide CPC employees and their survivors with pension benefit entitlements that exceed limitations

imposed by the Income Tax Act (ITA) and the Federal Pension Benefit Standards Act (PBSA). In 2004, the CPC Board of Directors approved an amendment to the SRA to allow for the withdrawal of all or part of "excess" assets to assist with its funding obligations under the CPC RPP. This initiative was reported to the CPC Pension Advisory Council and was included in the 2004 Annual Report of the CPC RPP. As the SRA is administered in accordance with the applicable requirements of the ITA, the 2004 amendment would have required the approval of the Canada Revenue Agency (CRA).

To date, CPC has transferred the following approximate amounts from the SRA to the RPP:

2004 - \$78 million
2005 - \$32 million
2006 - \$48.6 million

Apparently, the foregoing amounts represent the excess of actuarial value of net assets over the actuarial value of accrued pension liabilities over each corresponding year of operation of the SRA.

Obviously, this arrangement conveniently assists CPC with its obligations for funding the significant solvency deficiencies that the RPP has experienced over the last several years. However, the enabling amendment would have required the authorization of the CRA and would therefore appear to be legal.

Canada Post has also complained about our "define" Benefits Plan, and would love to see us change to a Contribution Plan which would decrease the benefits provided and worked for to employees.

CPC has already implied that the employee portion of contributions to the plan will need to increase as they are consistently complaining that they have to invest money into the fund to cover off the Actuarial Deficiencies. They have to do this because it is the Law, not because they want to make sure the employees' future is secure. That is why it should come as no surprise if the Post Office has our contributions increased and their portion decreased, as one of the bargaining demands at the next round with all Bargaining Agents.

FUTURE VISION OF CEO/UPCE

The Post Office has a new CEO Ms. Moya Greene. I have not had the opportunity to meet nor talk to her, and I look forward to doing so. I believe we need to outline UPCE's vision in the Atlantic, and I believe that the other RVP's and the National President of UPCE have already met with Ms. Greene, and had the chance to relay their expectations of what we want for our members.

Our Union has been under attack constantly for years, and the animosity that has festered and developed needs to be addressed. With new leadership, there will be opportunity for a different way of interacting and dialoguing with the employer. Communication in our work is so important, and the National Executive will probably have a different approach to Labour relations in the future, but we expect greater improvements not just in these areas, but all areas that advantage our members. Communications and Dialogue are crucial.

TRAINING/EDUCATION/REGIONAL

In June, the Atlantic Region held, in Moncton, two (2) days of education/training for representatives of all Atlantic locals. This course was "Dealing With Management", and clear and concise direction and open discussion were transparent among those who participated. It was clear that all work locations have problems of similar magnitude, and is dealt with appropriately. But we need to send a stronger message. Our membership is still decreasing with the added workload being constantly dumped on our members, and farmed out to APOC and Management.

Our membership is also relatively close to retirement, and we cannot get this message through to CPC.

GRIEVANCES

There have been issues that required intervention with Labour Relations, Local Executives and the UPCE National Office and also PSAC Offices. It is always well understood that thanks are in order when resolving many of these issues, and hard work from all parties is appreciated. The Local executives do an incredible amount of work that goes unrecognized by many, but the National Office and I want to thank them, and I want to thank the National Office. There would be many grievances at arbitrations if not for the co-ordination and compromising attitude of these parties to get what is best for all involved.

The Atlantic has been fortunate to have a relationship developed over years of fighting and finally respecting on many occasions that we normally see the other views, and we are solving many serious problems before they get to an escalated stage.

The confrontational dialogue does not work in our Region, and it seems that when the member or members get what they are looking for, or close to it, then an approach of some compromise is needed on both sides.

ATTENDANCE

Once again, the employer is developing "tools" to monitor not only our work, but also our attendance. There is a problem with attendance, and it is that the Corporation refuses to listen to UPCE, and improve the workplaces. If they would seriously allow our input on H & S, and not just do it because of the law, attendance would improve.

I do give credit where it is due. The Serve Network has requested and been successful in obtaining new workstations at the NPC. They have also successfully been able to get new computers and these are definitely better ergonomically for the members. I bet this will improve attendance, as some was due to repetitive strain, carpal tunnel, etc. But they have to make the workplace a place to "want" to come in each day. But they are experiencing the highest rates within our Union membership of attendance problems. There are other serious issues that we need them to address also.

EDUCATION

The UPCE will be discussing a National Education Course at our Executive Meeting in September. I recruited and received many applicants from the Atlantic regarding a Grievance Course that was to be held in June of this year. For several reasons this course was cancelled and we hope to set a new date. I want to apologize to all of those who applied and did not have the opportunity. I hope the same members will still be interested, although one has left our Bargaining Unit since, and others have said they would not be attending for various reasons in the fall. But I still hope to see some from this Region, as well as a full slate from other regions. The Dynamics of the Committee have changed since my last report, as Sandra has had a little girl and is on Maternity leave. Congratulations Sandra. I have full confidence in the remaining members, and if needed, we will ask for help from the alternate(s). That is their role, and they are on "stand-by" anyway. Education for members is so important.

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.

ORGANIZING

The PSAC/UPCE were unable to obtain the required amount of cards signed from Rogers Communications. This was and is disappointing, but we are still actively seeking new membership.

PAY EQUITY

This is very sore spot for UPCE, as we have won our cases, and the employer is one of the few in Canada that has not paid the members that are OWED. This is a disgrace. But all members need to call their Member of Parliament. The Union has done and is still doing our part, but many members feel that their voice is not relevant with MP's. This is the farthest thing from the truth.

I would almost guarantee that if all of our members who are in this Pay Equity Complaint, called their MP, pressure would be placed on those at Canada Post who make the decision to settle and get it done. The legal affairs department at CPC has probably spent more than what we are even entitled to. We are fortunate to fall under

PSAC in this regard, as the legal bills alone, would have forced us to abandon the complaint many years ago. We need to thank PSAC for this, as they have spent millions of dollars because of an employer that could have settled this back in 1983.

LOCAL AND NATIONAL COMMUNICATIONS

There is an opportunity in the next year or so to develop a working manageable relationship with Managers. Managers can make life very uncomfortable for all the members, by dragging things out, breaching the Collective Agreement intentionally, and wanting power struggles. But there are managers that are open to working with the UPCE, and we need to avoid many situations that can easily be settled, instead of just filing grievances.

EXPENSES

This is always a topic to get members talking. We have very capable representation from the National level, Regional, down to the Local level for our members. The National Office and National Executive have been very cognizant of the expenditures, and we are traveling in conjunction with other scheduled meetings and courses planned. These include pension, Service Expansion, Education, Health and Safety, and others. This has saved the UPCE a lot of money, and we know that this money is the member's money. We are tackling all instructions given to us at Convention, and trying very hard to service members, while being prudent and vigilant with monies.

TERMS AND PART-TIME

This issue is of real concern to members and to the Union and is continuing, and I will repeat:

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

Changes are occurring at a rate that we need to have very full disclosure to members, and have members helping us in making the Post Office a place where people want to work, and enjoy work. This cannot happen when the Corporation is trying to increase the workload, and decrease members and our pay, with "token" input from the UPCE.

In Solidarity,

Mike Moeller
RVP - Atlantic