

Union of Postal Communications Employees National President

Report to the National Executive

December 7th, 2007

Ottawa On

Dear Sisters and Brothers,

Once again it is my pleasure to provide you with my president's report.

Since our last meeting we have been extremely busy with preparation for up coming bargaining and finalizing the UPCE Convention in September 2008 in Montreal.

The PSAC is responsible for the bargaining process as the bargaining agent and with that we will be following a much different outline and process then we our used to in UPCE; however after discussion with the PSAC, I am extremely confident that the membership of UPCE will be pleased with the changes. More details to follow once we have completed the action plan. Once the input call is made by the UPCE and the PSAC, locals will be able to hold their meetings to accept the demands to be sent to the bargaining conferences which will be held in early spring 2008 and to elect their local representative for this conference.

It should be noted that the PSAC will be making the input call in early 2008 and that elections to send representatives to the conference can only be done once the call has been made, not before.

I have the great pleasure to announce that the UPCE 14th Triennial Convention will be held in the city of Montreal in late September 2008. We will again be forwarding the information to the in early spring 2008.

We continue to build our working relationship with both employers Canada Post and Purolator. We have had some good progress made with the Service Expansions committee by creating jobs in the newly created HR Call Center.

We hope that once this project is completed and accepted, we can role out more HR Call Centers across the country and with that create more jobs for the UCPE membership

In regards to Purolator, things are coming along rather well. I had mentioned previously in a newsletter that they were having problems with scheduling of shifts and hours of work. Well I am pleased to say that the employer listened to our concerns and the workers now have a more stable working schedule and this in turn has reduced some stress in the work place.

I recently attended the Canada-US Mental Health and Productivity forum along with APOC and Canada Post representatives and the focus was on mental health and how to improve the work place and assist those who suffer from mental health issues. The forum was very informative, but one thing stood out to me and it was that everything the speakers were saying about improving the work place and reducing stress was exactly what unions have all been saying for years.

The fact is, if you have a boss who doesn't care about your mental, physical or well being, you in turn are going to be stressed, sick and possibly have to go off on Disability insurance.

I'm not saying that Purolator or Canada Post aren't trying to make the work place better, but rather they are not moving fast enough to correct all those years of wrong that has been done to those members. If investing in the corporation and company is important, I would say that the workers of UPCE need some re-investing in them too. We need more workers to be able to have a manageable workload and not the ridiculous amount of work they ask us to do on a daily basis. The fact is we need more jobs, people and training to be able to provide the quality services required to ensure that our postal and courier service is maintained and that our customers continue doing business with us.

I want to take this opportunity to say a special thank you to Sister Sharon Tieman for her hard work, dedication and commitment as acting UPCE Regional Vice-President for the West while Sister Janet May was on extended leave. I would also like to welcome back Sister May. We are all glad to have you back at work and hope all goes well for you.

In closing I would like to take this opportunity to thank the Locals and members from coast to coast to coast, both at Canada Post and Purolator for their hard work and commitment they provide to their employer. If they didn't have you working so hard with so little, it would never get done.

As you can see by the dates above, 2008 will soon be upon us and extremely busy so I will take this time to wish everyone a happy holiday season and let us enjoy our time with our families, friends and loved ones.

Fraternally yours,

Richard L. Des Lauriers