

ONTARIO VICE PRESIDENT'S REPORT

APRIL 2008

The last few months have seen further struggles for the Ontario region.

We have witnessed the Engineers downgraded from T3 to T2, and if that isn't bad enough, Canada Post implemented these changes prior to National Consultation, and during the Holiday Season. Shame!

After a battle raging for over a quarter century a decision was rendered by the Federal Court on February 21, 2008, overturning an award made by the Canadian Human Rights tribunal, in 2005, on pay equity. John Gordon, PSAC President, advised on March 13, 2008, at the UPCE Bargaining Conference that we would appeal the Federal Court decision. PSAC filed the original pay equity complaint with the Canadian Human Rights Commission in 1983. Shame!

There are still issues in the Contact Centres, the major problems being, compliance, shift bids, overtime, full time vacancies not being staffed, or if staffed, split into 2 part time positions. Times for breaks and lunches are inconsistent and split shifts are being contemplated. Shame!

In March Human Resources Shared Surveys were handed out to HPM, PCR, and the Mail and File Rooms. The survey was conducted to help identify future corporate needs caused by attrition, lack of process standardization, and service inefficiencies, with the intention of developing a Shared Services Organization. The Corporation assured us no jobs would be lost as a result of this survey. National Consultation was held February 28th, and as seems to be the norm of late, Canada Post tried to initiate the Survey the following Monday without Regional or Local consultation. Shame!

As you are all aware, our Collective Agreement expires August 31st. In preparation for negotiations, a Bargaining Conference was held March 12 to 14 in Ottawa. The bargaining demands from each of the Ontario locals were prioritized by the Ontario delegates and submitted to the National Bargaining Team. The Bargaining Team then combined and prioritized the demands of the National Executive, Ontario, West, Atlantic and Quebec regions before submission to the locals for ratification.

The final day of the conference, Larissa MacFadden of Ottawa, was elected by the Ontario delegates as the National Bargaining Team Member. I trust you will all give your congratulations and support to Larissa, and wish her every success in this coming round of negotiations.

The alternates elected for Ontario are Dave Wentzell of London, 1st alternate, and Marc Rousseau of Ottawa 2nd alternate. Congratulations to both alternates.

The National Bargaining Team is as follows:

Richard Deslauriers	National President
Larissa MacFadden	Ontario Representative
Rene Fredeen	Western Representative
Helene Arbique	Quebec Representative
Andrew Baranowski	Atlantic Representative
Morgan Gay	Negotiator from PSAC
Seth Sazant	Research Officer from PSAC

In the next few weeks we will be holding local ratification meetings to vote on the package of demands the National Bargaining Team has determined will be presented to Canada Post.

It is imperative we support our Bargaining Team if we are to achieve gains to our Collective Agreement.

I look forward to seeing each and every one of you at your ratification meeting. Every vote counts to show Canada Post we are serious, we are united, and **“THIS IS OUR TIME”**. If we stand fast good things will undoubtedly happen.

As a final note, the call to Convention was sent out March 17th. The UPCE Triennial Convention, the convention to elect a President and National Executive, will be held this year, at the end of September, in Montreal. Local Union Meetings, to elect delegates to Convention, will be held later this year.

In Solidarity,

Marilyn Adlam
Ontario Regional
Vice President