

REPORT OF THE QUEBEC REGIONAL VICE-PRESIDENT

to the National Executive Meeting of

December 7 and 8, 2007

Federal Court Hearings – Pay Equity Complaint

After waiting more than two (2) years, the appeal filed by Canada Post following the Human Rights Tribunal decision on our pay equity complaint was heard before a Federal Court judge on November 5, 9, 13, 21 and 22, 2007.

I attended the hearings on November 13 and 21, 2007. Additional days are anticipated, probably February 26, 27 and 28, 2008 and our counsel anticipates receiving the decision within six months following the last day of respective hearings.

We are very confident that the appeal decision will be in our favour as our cause was won before the Human Rights Tribunal and the Corporation will have to abide by the decision sooner or later.

Montreal and Quebec City Locals

Once again, the employer continues to declare our members surplus: 7 members in Montreal and 4 members in Quebec City. Our members are being declared surplus because the work continues to be transferred to another worksite and these members are being reassigned to lower level positions. In addition, the employer has taken advantage of the transfer of the work to another location by classifying the work at a lower level. We are recommending that our members file job description grievances to challenge these unfair practices by the employer.

In June 2002, the employer had created the National Billing Section in Montreal and thirty persons had been appointed to those positions. At that time, the employer had decided that data entry would be done internally instead of using the NCS contractor. We were informed that the employer was using the services of NCS more and more for data entry. The Appendix M Committee was made aware of this information and it will be on the agenda of the Steering Committee on December 14, 2007.

Arbitral Decisions

Several days of expedited hearing were held and the grievances heard concerned Article 21 – Job Description. We were able to get the employer to recognize before the arbitrator all the additional responsibilities identified by our members. Following these arbitral decisions, we can now use these facts for the classification grievances, which were put in abeyance of job description grievances.

In summary, 2007 was very busy and I am proud to have made progress in several files for the members. I would like to thank the Local Officers of the Quebec Region for their involvement and dedication to their members during the whole year.

In Solidarity,

Ginette Chartrand
Quebec Regional Vice-President