

## WESTERN REGION REPORT

February 15, 2006

We currently face many challenges from both Canada Post and Purolator as we enter another term of office. I have been working hard with the local presidents and their executives to improve our skill base. In January, all the western presidents met in Victoria for a Regional Presidents Conference, as is mandated by our ByLaws. The purpose of the training and the conference was to further develop their skills and techniques for being more effective in their day to day dealings with both management and servicing of our members. Our main project that we worked on was proper preparation for the Production, Control and Reporting Re-Organization for Canada Post group and preparing for a successful consultation for the Purolator group. What are the challenges they will be facing, what do they need for proper consultation, what information is required in order to have a meaningful consultation, to name a few of the objectives/goals. The Conference was a success and I believe that the strategies and techniques they learnt will be applied. I am quite proud of all the hardwork at that session. The Conference also had two guests: Gordon Lee, a member from a group that we are currently trying to organize, and Richard DesLauriers, new national president, who both interacted and actively participated in the days' events.

On the Purolator front, we have a new local president, Rhonda Johns, who went with her local executive to their first Union/Management Consultation this year. My understanding is that it was a successful meeting with solutions to problems being managed immediately and also both working together to try and fix some of the common problems that exist at the workplace. Our hope is to resolve immediately issues before they escalate and do damage to the employee/member and the workplace itself.

On the Canada Post front, we were involved in the nationally consult on the Production Control and Reporting on February 10, 2006. As not all the information was complete and fully disclosed, the session really was just information session with a commitment from Canada Post to come back with more information. This appears to be a continual problem with Canada Post and I have to ask "how can we meaningfully consult when not all the information or intention is disclosed". I find it very disrespectful to us. The next session is scheduled for early March and by the time of this session hopefully we have more resolved for our members.

Continuing on that strain, we also were involved in the national consult on the Contact Centre Reorganization. Again not all information available. Again not full disclosure. If Canada Post truly wants successful relations with PSAC then I would suggest that they start fully participating in the consultation process. At the end of the day, it is our members that are being impacted or have to endure change management. For that to be a true success then all parties need to be fully involved so that there is smooth transition.

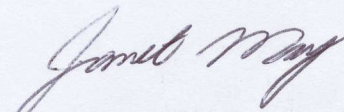
Reading in the newest Code of Conduct, it specifically states: "Building and maintaining trusted relationships with employees, customers, partners, suppliers and our shareholder is fundamental to our business, our reputation and our success. Managing in an ethical way, guided by a sense of social responsibility, is not just a matter of good business practice; it is the right thing to do. .... it continues on at the end to read: As

a Canada Post employee, you are responsible to become familiar with this guide, comply with the ethical and legal standards of conduct it describes, and to lead by example in the workplace. Regardless of position, role or location, this is our responsibility."

Our challenge in dealing with either Canada Post or Purolator will be to ensure that this ethical route is followed. Practice what you preach and hopefully at the next consultations that occur nationally they will be more forthcoming, respecting us by providing us with the information we require prior to in order to make decisions and have meaningful consultation. One of the values in the new Code of Conduct specifically states: We expect full and frank disclosure.

I would challenge both entities to honour that commitment and work with us in trying to solve the tough challenges that approach.

Respectfully submitted,



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UPCE Western RVP