

REPORT OF THE NATIONAL PRESIDENT

TO THE UPCE NATIONAL EXECUTIVE

SEPTEMBER 9-10, 2006

As always, it is my honour to submit the National President's Report to the UPCE National Executive.

It has been an extremely busy time for UPCE since the last national executive meeting in March 2006.

PUTTING THE PAST BEHIND AND MOVING FORWARD

On April 6, 2006 I met with Moya Greene to discuss the future of Canada Post Corporation and issues to UPCE and its membership.

During our meeting she made a point in saying that we should put the past behind us, start fresh and move forward.

I completely agree with looking ahead and moving forward and one of the ways to start fresh would be putting 23 years of history behind us and resolving the Pay Equity complaint at Canada Post Corporation.

If Canada Post is truly committed to working with UPCE and is truly committed to employee engagement what better way to show us that commitment than to resolve the complaint immediately.

Having 23 years of history is a major obstacle to overcome when dealing with Canada Post.

When looking ahead to the future, one must look to the past in order to avoid making the same mistakes. However, when I do, all I see is empty

promises, none value added commitments and a total lack of disrespect for our organization and its members.

I will continue to be optimistic that Canada Post Corporation will resolve this long overdue complaint and work with UPCE and its leadership to allow us to move forward so that we all benefit from our success.

POLITICS AND BOARDROOMS

One of the ways to improve our members working lives is to meet with those that have the ability to make changes.

On July 5th, 2006 I met with Lawrence Cannon, Minister responsible for Crown Corporations. I brought up the Pay Equity Complaint at Canada Post and the urgency for him to intervene and resolve this matter immediately. I expressed our complete and outer disappointment with the 23 years complaint and how CPC as delayed the process every step of the way.

We also discussed the Quebec City plant closures and the need to have Canada Post Corporation remain a public service to all Canadians from coast to coast to coast.

But I am only one voice and I will continue to be that voice for the UPCE, however the reality is the more people talking about the issues that affect us and the more often those issues are brought up to senior management, MP's and those that can make change, the better chance we all have of moving forward and gaining respect and equal pay for work of equal value.

I will continue to meet with members of parliament, cabinet ministers, Canada Post Corporation and Purolator senior management to discuss issues that will improve our working lives and finally put an end to wages discrimination.

NATIONAL CONSULTATIONS

- March 31, 2006 Code of Conduct

- May 10, 2006 Single Site

- May 24, 2006 PC&R

- July 14, 2006 Enterprise Date Quality (EDQ)

 Second Level Help Desk

 Distribution Admail Contingency

 PC&R (Part II)

- August 17, 2006 Corporate Team Incentive (CTI)

 PC&R (Final)

 Scheduling for Modified Duties (Contact
 Centre)

 CRN Help Desk Strategy

 Distribution Admail Contingency
 (Part II)

For more information on these consultation or others please contact your regional vice president.

IMPROVING COMMUNICATIONS

Communications are the key to our success and our future as an organization.

There is a need to improve that communication with the members, regional offices and the national office. I will be the first to admit they haven't been that frequent these last few months.

With that in mind I am committed to working on improving the frequency and quickness of information flow over the next several months and in some cases I have already started.

Members are having difficulty with their email being unreadable and in the attempt to correct that problem we are now sending the newsletters in PDF format and keeping a close eye on the matter.

Another major problem with the website was that the outdated software and computers. They have been replaced with new ones and training has been provided to the UPCE staff.

I also made the commitment at our national convention back in October 2005 that UPCE will have a more modern and updated web site in order to provide more information to the members.

I am please announce that the National Office is in the process of redesigning and updating the UPCE web site and we are hopeful that this will be completed by early fall 2006. Thank you for your patience.

LEADERSHIP, VISIBILITY AND POLITICAL ACTION

At our National Convention members expressed they desire to have a more visible National President. I am committed to being as visible as

possible and I will continue to visit members in the work sites and in their communities to listen and discuss their concerns.

At the PSAC National Convention in May 2006 along with the Regional Vice President for Quebec, Sister Ginette Chartrand, we presented a banner with the slogan, "KEEP OUR WORK IN OUR CITIES" and asked the delegates to sign the banner as a show of solidarity to the UPCE Quebec Local. I am very proud to say that this banner has over 500 signatures from not only PSAC but from other unions from coast to coast to coast.

I would like to take this opportunity to thank the members and the Canadian Labour movement for their support and encouragement in our fight to maintain our public post office.

On June 11, 2006 along with the Quebec local President, Brother Michel Caron, I attended a rally in Quebec City at the office of the Hon. Josée Verner (Conservative) to remind her of the commitment she had made during the election campaign to have CPC reconsider the plant closure.

UPCE QC Local President Michel Caron along with the CUPW Local President met with her political advisor. After the rally I had the opportunity to meet with UPCE members and listen and discuss their concerns.

I want to thank Brother Michel Caron for the invitation to attend the demonstration and to visit with the members. I would like to say that I am proud of the commitment and dedication that he and the local executives have shown in this very difficult and stressful time.

I would especially like to thank the members for their continued fight to maintain Canada Post Corporation a Public Service.

On June 12th, 2006 along with the Regional Vice President for the West, Sister Janet May and Winnipeg Local President Sister Tracy Thor, we attended the first Public Meeting of Canada Post Corporation.

I took the opportunity to ask CPC Chairman Mr. Gordon Feeney when will Canada Post Corporation resolve the pay equity complaint. The answer I got was a legal one, wasn't much of an answer at all.

After the meeting I spoke with the media on the importance of keeping the Post Office public and ensure that all Canadians receive the same postal services from coast to coast to coast.

The news reporter also wanted to know what will UPCE do to bring the Pay Equity to an end, I replied what ever it takes to see justice for the members.

On June 19, 2006 along with members from the Quebec local, Michel Caron and Carol Cobeil, we attended a rally in Ottawa in front of Head Office to protest the plant closure. While some members were upset the majority their understood the reason why we support our sister union CUPW and our own members facing this situation.

I would like to say thank you to Sister Marilyn Adlam UPCE Ontario RVP, Edie Leger Ottawa Local A/President and the members from the Ottawa Local who attend the demonstration. I would also like to say thank you to the PSAC National President Brother John Gordon and the other members from PSAC components that were present supporting our members in their fight.

I cannot say thank you enough to the PSAC staff for their support and work on this event especially Sister Madelaine Bachand for her involvement with this demonstration. "Un gros merci MADO".

On June 24-25, 2006 I attended the Atlantic Education Course. We discussed issues relating to the Atlantic members, such as the PC&R

reorganization and contact center pressures and other issues affecting the region. I would like to say thank you to the Atlantic local presidents for their participation at this conference.

I should note that I was pleased to see Sister Cathy Fraser from the Moncton Local back to work and representing members again.

Welcome Back Cathy, we missed you !

On July 12, 2006 along with the Regional Vice President for Atlantic Brother Mike Moeller I attended a local consultation for PC&R in St John's NFLD. I wish to thank the local for the invitation and the opportunity to talk to them about their concerns. It was a good consultation and it show that the region and their RVP are working together for the membership. Good Job!

I hope all of you took the time to enjoy your vacation and spend them with family and friends.

Respectfully submitted

Richard L. Des Lauriers
National President
Union of Postal Communications Employees