

UNION OF POSTAL COMMUNICATIONS EMPLOYEES
WESTERN REGION (upce.ca)

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YOUR JOBS! YOUR HEALTH!

Yes, I am harping on this but it is becoming an increasing problem for the PSAC employees and the best way to combat something is to inform you.

We are our own worst enemies. What we do and have done:

- a. We have been giving away free overtime. If overtime is required, then your supervisor-manager would be authorizing it. This is CPC operations so they need to decide which is priority and what is not. They need to properly measure for labour force and hire it. If it is required, then you really should be getting paid for it. It is the only way to measure whether more labour is needed. Stop giving away your labour for free, it hurts everyone in your department. We have seen departments where people are surplus and we are stating that there is way to much work for the ones left behind. CPC is telling us that the work does not exist and that they could trim further. We have nothing to prove unless it is recognized and paid for in some way.
- b. Start taking your breaks and lunches. They are scheduled in and your work day is inclusive of these. If you do not take them, again, they think that certain work does not exist. This is extremely important in some departments. Use them and use them as scheduled.
- c. We have been allowing people to do our described duties and responsibilities. Your job description is what measures how you are paid as your rate of pay is defined by your classification and responsibility level. If you continue to do duties that are not defined in your job, you need to ask yourself who is doing your functions. Have they been passed over to another bargaining group? You realize that CPC is stating to the public that they cannot hire more people and need to work with less. They have been hiring over-compliment APOC employees this entire time, they are just not hiring us for the most part. If your work is being done by someone else and it is still in your job description, it is time to get it back. If you continue to allow it to be done by another group, you not only lose it, but you may be losing your classification rating as well. All functions have points attached to it. It is measured and paid accordingly. You need to also remember that APOC is currently in job evaluation themselves – yes, apparently not going so well according to their summer newsletter (www.apoc-aopc.com) but be careful that your work is not defined in their program.

- d. We have areas where the job descriptions are too generic. It is time to ask for your job description to properly reflect your duties and responsibilities. This is points that define your job classification level. I used to work in the private sector where if you had more responsibility, it was recognized and you received pay for it. In the public sector, this is supposed to be a given as you have language that states your current job will be defined. It is time to ask CPC to honour language you are already have. Ask your supervisor-manager to prioritize your day. That is their function and, in our classification system, if your supervisor is PSAC, they are rated in that responsibility and given points for doing such assessment. Is this not job security for all of us. Remember that these tasks are measured and defined for performance so that you can achieve a bonus. Why would they not be on your job description then? Also, if you no longer do a function, who does and get it back – I am serious about this. This work is ours and it is our functions that are being eroded and spread around. Our Job Evaluation System defines our work. Our bargaining certificate with the Cdn Industrial Relations Board defines our work. Protect it.
- e. All functions should be measured and I know that you have filled out enough surveys to define that measurement. If you have way too many functions and duties in a day, again, ask for it to be prioritized during the week. Your job should only contain the hours of work you are paid for. I hear constantly that part time are stating that they are just working at a harder pace to fit a full time job into a part time schedule. I hear constantly that full time are stating that they cannot do all that is assigned each and every day and that 2 people used to do the same amount of work. If you do not look after your health and safety, who will. Finally on this subject, I am hearing that people are being told that it is no longer their role. We are not defined by roles so if it is required then it should be rated and, if it is in your job description, you should be doing it. If there is not enough time in the day then they should be hiring more PSAC not more APOC.
- f. I will say it again, it is the PSAC employees that came up with the highest statistics on mental illness, anxiety and depression. Why is that? We came in at 47% of our disability claims related to this whereas the rest of the company came in at just under 31% as a whole. This really means that we are higher than half and we bring up their way lower rates. All of the above mentioned issues that never get fixed contribute to a lot of this. Any health professional would tell you to fix this before your physical health issues are escalated. Stick up for yourself or get bullied for taking sick leave later as your health issues increase. Also, sick leave is paid at 100% wage, any other disability is lower between 65 – 70% and has a defined period of time they will cover. It is very scary to see them try to take away our right to accumulation of sick leave. People do not use it unless they

need it and I know lots that did not get ill for 20 years and then battled a huge illness. Why does CPC always manage to the lowest common denominator and punish the masses for the few.

- g. We are not respected, we are not treated fairly, and we are not engaged as other employees. I know of one employee that told me that the upper management of CPC calls CUPW and us the troublemakers just for trying to protect our jobs and our rights, never mind our health and safety. You need to ask yourself why are we treated so poorly. This is apparently emphasized each week to APOC, and Moya has even said it herself. My guess is that one of the mandates is to break our bargaining group. We are not the mass of CUPW, we are not the favoured of APOC, we are not the rural CPAA, we are the administrative, support, and technological of this corporation. We are the support system that keeps this corporation sustainable. I know of no successful organization that does not have these functions and treats them with the respect they deserve. Do not forget that we only cost 4% of the entire operating budget and that this corporation was listed as second most profitable federal crown corporation at \$7.516 billion dollars. Moya herself just got a raise this year to \$455,000 before her bonus, which is up to 25% of that. Think about it.

I would like you to start thinking of your value. I would like you to start respecting yourself enough to protect what is yours and what we have fought together for. I would like us to keep what we have. I have been to bargaining and I have never seen such a poor offer from any organization. Not only this, in my own round in 2002, we had three final offers – think about it. That was achieved after a very strong strike mandate from you and yes in the end we went out for a few days. That is when CPC finally gave us respect at the table, it did not happen prior to that and again we sit in the same position.

Nothing is free and everything comes at a cost. Your health, self-worth and dignity are worth more. You need to decide when is enough enough. I know that I am done!!!!

In solidarity,
Janet May
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