



PSAC-UPCE OUR WORKPLACE ISSUES

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STAMP OUT
workplace unfairness!

Childcare and Family Leave

The impact of increased workloads due to restructuring (Bulletin #4) goes far beyond the workplace; it goes to the heart of how members try to balance increasing workloads with family obligations.

At the same time that members face workplace change, they are also coping with increased family demands brought about by cuts to education and to social and health services. Both younger and older UPCE members feel caught between the competing priorities of work and home. Recent research has shown that these ever increasing demands are pushing up stress levels and prompting the increased use of leave and more unplanned absences.

The result is that more and more employees -- regardless of their length of service -- need to take time off to care for parents and children. Our current agreement is not consistent with respect to these leave provisions. A minimum of two weeks leave without pay to care for pre-school age children is provided for. The minimums are higher for the care of older children but they are subject to operational requirements. Leave for elder care is similarly subject to operational requirements. Our contract should be consistent and provide us with the time that we need in order to care for our children and our parents. To begin to address this inconsistency, the bargaining team has tabled the following language with Canada Post:

42.14 Leave Without Pay for Long-Term Elder Care and the Care and Nurturing of Children

- (b) ~~Subject to operational requirements~~ **At the request of an employee**, leave without pay of one (1) or more periods of at least ~~four (4)~~ **two (2)** weeks' duration to a total maximum of five (5) years during an employee's total period of employment in the Canada Post Corporation, shall be provided for the care and nurturing of children between the ages of five (5) and thirteen (13). If an employee on such leave wishes to maintain contributor status, the employee must pay both the Corporation's and the employee's share of pension and benefits plans.
- (c) ~~Subject to operational requirements~~ **At the request of an employee** leave without pay of one (1) or more periods of at least ~~four (4)~~ **two (2)** weeks' duration to a total maximum of five (5) years during an employee's total period of employment in the Canada Post Corporation, shall be provided for the long-term personal care of the employee's parents, including spouse's parents or foster parents. If the employee on such leave wishes to maintain contributor status, the

employee must pay both the Corporation's and the employee's share of pension and benefits plans.

In Canada today, there are well over 2 million children under the age of six. Two-thirds of these children have a mother who works. Finding quality, affordable childcare that is close to home or work is an onerous task for many and long waiting lists and higher costs continue to be the norm.

Appendix H of the collective agreement deals with childcare funding provisions for UPCE members. Over the years, your union has worked closely with CUPW on a number of child care resources. These include access to 11 community-based projects located across the country that provide UPCE members with priority access to high quality child care services. In 2002, an additional \$250,000 was added to the fund for the union's new childcare project in Fredericton, NB.

This new centre, which will be completed this fall, is a short distance from the Contact Centre and will continue to provide key services such as extended hours, before and after school care and transportation to school.

In Fredericton, Winnipeg and other centres across the country, UPCE members know that while they are at work, they will have access to quality childcare when they need it.

Your bargaining team will be placing financial proposals before Canada Post to ensure that our childcare projects will continue to receive adequate levels of funding for the life of the new collective agreement.

Many of the union's proposals tabled with Canada Post are designed to help members alleviate the pressures of balancing work and family care.

Helping members find this balance should be as much a priority for Canada Post as it is for the members.

Check out the website at www.psaac-afpc.com to see all of our bargaining demands