



## PSAC-UPCE OUR WORKPLACE ISSUES

August 13, 2008



**STAMP OUT**  
workplace unfairness!

### Defending our Rights, Contract Countdown

Over the summer months, your bargaining team has worked hard to make sure that your bargaining proposals have been fairly presented and fully understood by Canada Post. For its part, Canada Post has been reluctant to commit to any proposal of substance, and in fact, applied for conciliation before your team presented detailed financial proposals.

It is clear that Canada Post is not interested in seriously discussing the issues that matter to members. Without a doubt, Canada Post needs to change its approach if it wants to achieve a fair collective agreement that builds true workplace respect by contract expiry. Our contract will expire at the end of the month and, in addition to bargaining a fair wage increase, much work remains to be done.

- Canada Post has agreed to clear anti-harassment language in agreements with other unionized workers. We deserve the same protections.
- Canada Post can realize significant time and cost savings by simplifying the grievance language in our collective agreement. This will make it easier for our members to resolve workplace problems as close as possible to the time an incident occurs in the workplace. Unquestionably, Canada Post can agree to this.
- Other unionized workers have recently made gains in their benefits package with Canada Post. We work for the same employer and we deserve access to the same benefit options.
- While some protections of our work and our jobs are provided for under our current collective agreement, Canada Post has agreed to stronger protections for other workers in its employ. If a work activity is important, it should be recognized by Canada Post as being important and have paid, dedicated workers assigned to it.
- Canada Post has agreed to clear workload-management processes for certain groups of unionized workers. If Canada Post has concluded that manageable workloads are in the interests of other workers, then surely the same calculations apply to PSAC members.

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Check out the website at [www.pfac-afpc.com](http://www.pfac-afpc.com) to see all of our bargaining demands

- Other unionized workers at Canada Post have won protections against unreasonable measurement and surveillance of individual employees. We deserve the same consideration.
- Our contract with Canada Post calls for initiatives that ensure that we have a voice and meaningful input into on-going change at Canada Post (Appendix M) and that child care opportunities available to employees both be protected and expanded (Appendix H). It is critical that the funding for these important programs not only be protected under our contract, but expanded.
- 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.

Your bargaining team remains committed to achieving a contract that respects the work that we do and that protects the services we deliver. Your team cannot achieve these goals without your help - support your bargaining team actively over the coming weeks!