

May 14, 2004

Ratification of bargaining proposals

As you are all aware, we will soon be back at the bargaining table. Up to now, different preparatory meetings have been held:

- Local meetings – where members ratified their local bargaining proposals and elected their representative to the Regional Bargaining Conference;
- Regional Bargaining Conferences – where all local proposals and proposals from the National Executive were discussed. A regional representative on the national bargaining team was also elected;
- National Bargaining Conference – where the National Bargaining Team discussed all proposals and prepared a national package of demands.

This national package now has to be ratified by the membership. From May 17 to June 4, 2004, the negotiating team will attend the ratification vote meetings. Team members will visit each local and explain the bargaining proposals. They need to hear from you and you need to hear them. This vote is very important as it is part of our bargaining process and will give your team the go ahead to seek improvements to the collective agreement. The ratification vote meetings will be held as follows:

- May 17: St-John's, NFLD
- May 18: Antigonish
- May 19 Antigonish, Sudbury, Victoria
- May 20: Halifax, Vancouver
- May 21: Halifax, Vancouver
- May 25: Fredericton, Montreal, Calgary
- May 26: Fredericton, Saint John NB, Montreal, Toronto, Regina
- May 27: Moncton, Quebec City, Saskatoon
- May 31: Kitchener
- June 1: London, Winnipeg
- June 2: Hamilton, Winnipeg
- June 3: Ottawa, Edmonton
- June 4: Edmonton

Please consult the bulletin boards in your work location to find out where and when the meeting(s) will take place. **Canada Post's response to our bargaining preparations** Not surprisingly, Canada Post started putting roadblocks months ago and continue to do so. To encourage more members to participate in the process of ratification of the bargaining proposals, the UPCE National Executive had authorized to pay up to 45 minutes of Leave Without Pay to all members who wished to attend the ratification vote meetings. We were advised yesterday by National Labour Relations that **such leave will not be authorized.**

Earlier this year, Canada Post had **denied access** to Union Representatives, in most locations, to available meeting spaces for the purpose of explaining the bargaining process to the membership. Neither options above would have cost the employer anything. As a matter a fact, it may have saved them a little on wages! Rest assured that we are determined and committed to communicate with the membership and will continue to seek your input and support throughout this process despite management's (early) actions / reactions to prevent us to meet with you.

In Solidarity,
Luc Guevremont
National President