

# Vancouver Postal Worker



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# **ELECTIONS 2015**

## **Vancouver Local**

Members of the Vancouver Local, the Vancouver Executive and the Balloting Committee invite you to participate in the upcoming elections being held in the Vancouver Local. We urge you to get to know your candidates and their views, and then to cast your vote accordingly.

When voting for Executive positions, remember that it is one vote per position. Voting for both candidates will spoil your ballot. A reminder about Shop Steward Elections, this is an endorsement, not a contest. In order to be elected, a candidate must receive 35% of the ballots cast. Therefore, unless you have a real objection to a candidate we urge you to vote for all candidates for Shop Steward in your work area.

Members of the Vancouver Local, the Balloting Committee invites you to cast your vote in support of a candidate running in the following position:

### **Candidates For:**

**President**

Jennifer Savage

Louise Sloan

**Grievance Officer**

Pat Bertrand

Erin Collins

**Education Director**

Jayne Priest

Aaron Spires

**The following members were nominated and acclaimed:**

**2<sup>nd</sup> Vice President – Steve Carter**

**Recording Secretary/By-Laws Chair – Denish Bahadur**

**Chief Steward G.L.&T./Glen Drive – Deo Raj**

**There were no nominations for:**

**Chief Shop Steward VMPP Shift 3**

*(A by-election will be held for this position at the next General Membership Meeting.)*

## YEAR 2015 INSTALLATION BALLOTING SCHEDULE

Polls open as follows:

January 16 (Friday)	Advance Poll (Union Hall)	6:30 AM - 5:00 PM
Jan 19 (Monday)	Stn G	6:30 AM - 8:00 AM
	VMPP Wickets & Main Office Boxes	8:30 AM - 1:30 PM
	Glen Drive	11:00 AM - 11:20 AM
	Royal & Bentall Centres	11:45 AM - 12:30 PM
	Pacific Centre	12:45 AM - 1:00 PM
Jan 20 (Tuesday)	Depot 74 & P05s @ VMPP	6:30 AM - 2:00 PM
	MVDC @ VMPP	6:30 AM - 9:30 AM
	Stn K @ VMPP	6:30 AM - 8:00 AM
	VMPP MSCs	5:30 AM - 9:30 AM
	VMPP Parcel Hub	4:00 PM - 6:00 PM
Jan 20 (Tuesday)	Stn F	6:30 AM - 9:30 AM
	NBDC	6:30 AM - 9:30 AM
	CDC	6:30 AM - 1:30 PM
	NVDC (Harbour)	6:00 AM - 1:00 PM
	West Van Retail	11:30 AM - 12:00 PM
	Depot 32	6:30 AM - 8:00 AM
Jan 21 (Wednesday)	PPC (25.5 hours covered)	Starts 11:30 PM Tuesday, Jan 20 Ends 12:30 AM Thursday, Jan 22
Jan 21 (Wednesday)	Stn D	6:30 AM - 9:30 AM
	SVDC	6:00 AM - 1:30 PM
	RDC (22, 23 & 24)	6:00 AM - 3:00 PM
	Richmond Retail	10:15 AM - 11:15 AM
Jan 22 (Thursday)	Stn S	6:00 AM - 1:30 PM
	SBDC	6:30 AM - 9:30 AM
Jan 23 (Friday)	Post Poll (Union Hall)	6:30 AM - 4:30 PM

NOTE: To ensure time to vote, give yourself extra time at the start (all locations) or at the end of your shift (PPC). Please have your CPC ID ready.

In Solidarity,

Micki McCune  
Chair, Balloting Committee

Christina MacLennan  
Co - Chair

## Jennifer Savage For Local President

I have been the Vancouver Local Health & Safety Director since 2012. I am putting my name forward for the position of President and hope that you will consider me.



I have been a Letter Carrier since 2006. Since the beginning I would always step in and assist my fellow union members whether it was providing info or being a witness to their interactions with management. In 2008 I stepped up to become a shop steward.

In 2009 I trained to be a WCB advocate to assist those members who had their WCB claims denied. Since 2009 we have been

successful in having a number of cases overturned and allowing our members to receive the compensation benefits that they were entitled to. I am also experienced in first-level grievance hearings.

I believe in education. Knowledge is power and the more we know, the less likely that management will be able to take advantage of us. I have facilitated courses for the Vancouver Local and the Pacific Region in addition to the Health & Safety training and Local Joint Health & Safety Committee training under Appendix DD of the Collective Agreement.

In the last 5 years I have filled in for the 2nd Vice President, the 1st Vice President and the President when they have been away. I feel that I have the experience to fill the office of President.

Modern Post/Postal Transformation and Canada Post's Five Point Action Plan each represent a direct threat to our jobs. In Group 1, there has been a loss of positions and less day shift work. In Group 2, we are experiencing under-staffing, longer routes and more forced overtime. In Groups 3 & 4, there is more weekend work. These changes create child care issues for our members, a higher level of stress and less opportunity to have a healthy work/life balance. I would like to take on these challenges on your behalf and with your support.

Thank you for your consideration.



## Elect Louise Sloan for President

**I pledge to visit and consult with all the workplaces on an on-going basis:**

- All the letter carrier stations and depots, retail and all the members working out of the VMPP.
- I will visit the members working out of Glen Drive and I will not forget about our Adecco members.
- I will visit the rest pods at the PPC, not just the cafeteria, and on all shifts.
- I will get continuous input from Chief stewards and shop stewards and talk to members about what we need to do in consultations. I will include you in the consultations and give people enough time to prepare.
- Phone calls to the union will be returned—and in a timely manner.

Pat Bertrand and I want advocates from all groups. Pat Bertrand is running for grievance officer.

### **No one will be shut out**

We will represent all groups, 1 to 4, as well as Adecco workers.

We are aware of the PPC issues through constant communication with the Chief stewards, in particular Anju Parmar.

### **We are facing a time of change, with Postal Transformation affecting our jobs.**

As someone who has worked as a letter carrier, an MSC and now as a retail clerk, I understand how these changes impact our work. We need someone who is strong and able to unite the members to fight the cuts. I am able to do this and make this union stronger for the members. I ask for your support.



## Vote PAT BERTRAND for GRIEVANCE OFFICER

I am running for the position of Grievance Officer of the Vancouver Local CUPW and I am asking for your support and vote.

Here are just some of the reasons you can trust me with your support:

- I was the grievance Officer from 1990 -92 before being elected to President and then the Regional Office and Regional Representative.
- During that time I arbitrated both regular and formal grievances for the Union.
- I have worked at Canada Post since 1983, currently as a Mail Service Courier (MSC). I have also worked as a letter carrier.
- I have represented the membership in a number of union positions

As the Grievance Officer:

- I will help build a strong, confident shop steward body, one that understands the collective agreement and the arbitrations that interpret the collective agreement.

I have the experience, the leadership skills to help the local through the difficult times we are facing and will face. Postal

Transformation has only started in our local. We need someone with the experience that understands how the collective agreement works when major changes are occurring.

I believe that with your support I can make a difference and help build a stronger, more inclusive local, with grievance arbitration advocates in all groups; internal, external and GL&T.

## ERIN COLLINS FOR LOCAL GRIEVANCE OFFICER



I am currently the acting Vancouver Local Grievance Officer and have put my name forward for this position. I am an advocate, a member of the CUPW Vancouver Local Executive Committee as Chief Steward: Group 2, LJOSH Committee member and I am a shop steward at Station K.

I have worked as a PO4 and PO5 in Prince Rupert and Prince George and as a Letter Carrier in Prince George, Victoria, Ottawa and Vancouver. I transferred to the Vancouver Local in late 2009. By 2010 it was clear to me that there were problems. I heard about the grievance “backlog” and remember being told by people on the work floor not to bother filing a grievance because some people had been waiting years for resolution. This was not acceptable.

I believe that we should be resolving issues on the work floor when possible instead of with paperwork. But I agreed to get involved because I knew that the grievance backlog had to be addressed and it wasn't right that our members were waiting years and years for the resolution of their grievances.

I took the national arbitration course and became involved in the grievance department almost immediately. Since my involvement as an advocate, I have watched the Local shift from the old way (cancelled hearing dates, hearing one grievance file a month at arbitration if lucky) to the new “expedited” process. The expedited process is now working for us and we are resolving more files than ever. Throughout 2014, we have achieved a 73% grievance resolution rate. We seldom cancel arbitration hearings and do so only if all the grievances assigned to the hearing date have been resolved.

- **In 2014, we resolved 834 regular grievances resulting in \$80,000.00 in financial settlements for our members.**

I would like to continue the work of the grievance department, to encourage new advocates and to achieve resolution to your grievances in a timely manner. I commit to working with our elected stewards who understand the work and issues on our work floors better than anyone else. I want our grievance procedure to effectively serve our membership. I want to see our grievances properly resolved and ensure justice for our members.

Thank you for your consideration.

**JAYNE PRIEST FOR  
EDUCATION DIRECTOR**



I have been a postal worker for over 18 years and I am currently MSC Chief Steward. I am running for Education Director because I believe that knowledge has a significant impact on our success both as a union and in dealing with management and that it will become increasingly important.

**Knowledge is power**

As Education Director I commit to:

- Making a difference
- Developing training to address Postal Transformation, and strong well-trained Route Measurement observers and shop stewards to protect our jobs and health and safety
- Bridging the gap as union activists retire by actively training new members and leaders and passing on knowledge
- Promoting and training members in the unions important process and values and how to participate and represent their concerns
- Making education the most supportive and inclusive place in the union and treating every member and group with respect
- Contacting you the members to make sure our training is current and relevant and what you want.

No matter what the crisis is I remain optimistic that we can create a positive future for postal workers. I believe education will have an important role in building and shaping that future and thank you for your support.

**VOTE:  
AARON  
SPIRES  
FOR  
EDUCATION  
DIRECTOR**

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- As a local and regional facilitator I have trained many members across the local: MSCs, letter carriers, PO4s, PO5s, or our technical service workers.
- **I believe that educating the membership is critical to our future success.**
- We need to change a lot of how we do things, and the training we give is one of those things.
- **I've helped develop and implement training that speaks to the changing work place and the new collective agreement.**
- What we need is to develop a strategy, and put in place the tactics to enact it.
- **I have worked to create a new course - Taking Back the Work Floor - that I see as the next step in building a union that can address the problems we face on a daily basis.**

## **ELECTIONS 2015**

The following Shop Stewards were elected in 2014 and have one year remaining of their two year term.

### **PPC #1 SHIFT**

Bacon, Lynn  
Decena, Angelito  
Dowling, Scott  
Etuck, Edem  
Gill, Nikki  
MacLennan, Christina  
Mapatac, Stephanie  
McKenzie, Murray

### **PPC #2 SHIFT**

Chen, Maureen  
Cuenca, Marie  
Green, Judy  
Parmar, Anju  
Pasquier, Denny  
Tweed, John  
Waraich, Navreet  
Weisensel, Ron

### **PPC #3 SHIFT**

Derksen, Peter  
Heer, Karamjit  
Kosevic, Mick  
Parhar, Harpreet  
Sandhu, Baltej

### **MSC PPC**

Ponjani, Harry  
Priest, Jayne

### **VMPP #3 SHIFT**

Tessaro, Gina

### **MSC VMPP**

Stewart, Travis  
Coumbos, John  
Honeybourne, Ken

### **CDC**

Bancroft, Blair  
Farrell, Dale  
Pensato, Alex

### **GLEN DRIVE**

Ascencio, Noe

### **NBDC**

Boback, Caroline  
Irons, Gina  
Mayo, Trevor  
Zerr, Dale

### **SBDC**

Sloan, Louise

### **STATION F**

Frymire, Ed

On behalf of the entire membership, the Vancouver Local Executive thanks all of our shop stewards for the work they have done in 2014. We look forward to working with our current, returning and newly elected Stewards in 2015!

**By-Elections and Elections**  
at the  
**January General Membership Meeting**

Due to vacancies, there will be by-elections held at the January General Membership Meeting for the following positions as per Vancouver Local by-law 9.7:

**Organization Director/Tyler**  
**Chief Shop Steward VMPP # 3 Shift**

There will be elections for **27 Delegates** and **10 Alternate Delegates** to attend our **National Convention**. There will also be elections to fill **2 Delegate** and **2 Alternate Delegate** vacancies for the **Vancouver & District Labour Council**

There will be elections held to fill vacancies in the following committees:

**Conflict Resolution Committee (Alternate) – 1**  
**Householder Verification Committee – 2**  
**Letter Carrier Route Measurement Committee – 1 (minimum)**  
**Publications Committee - 3**

The January GMM will be held:  
**SUNDAY, JANUARY 25, 2015**  
**1:00 P.M.**

at the Maritime Labour Centre in East Vancouver.  
Check your bulletin board or the local web site for the full agenda.

9.7 **By-Elections**

9.7 A **Full-Time Paid Officers, Table Officers and Chief Stewards**

- 9.7 A
- (1) If a vacancy occurs a notice shall be posted immediately.
  - (2) Nominations and acceptances in writing shall be received up to and including the day of election.
  - (3) The notice of vacancy and call for nominations must be posted for a minimum of 20 days before an election can be held.
  - (4) An election to cover the interim period of time until the next *Annual Election* shall take place at the next General Membership Meeting subject to 9.7 A (3) and shall be voted on by all members in attendance at the meeting.
  - (5) [previously 9.7A(4)] An election to cover the remainder of the term of office shall take place as part of the next *Annual Elections*, if applicable.