

POSTAL WORKER



**THE CORPORATE
TEAM INCENTIVE:
A REAL WAGE
INCREASE OR
A CARROT ON
A STICK?**

**THE VMPP:
UP FOR SALE?**

FUN RECIPES!

**IS CANADA POST'S GLOBAL OFFER ENOUGH?
WHY THE VANCOUVER EXECUTIVE SAID NO!**

Ratification vote triggered by 8-7 split on NEB

On February 2, 2007, Canada Post presented the CUPW Negotiations Committee with a global offer. Sometime in late March, CUPW members across the country will be given the opportunity to vote on whether to accept or reject that offer.

We recognize that it will not be an easy task for the average rank and file member to keep up with the voluminous literature that is now being generated surrounding the offer. An even greater challenge will be to consider the global offer in an objective light. The National bulletins that are currently being disseminated strongly promote the global offer. Weeks ago, our National bulletins decried Canada Post for its “*Employer demands*”. Now, the most controversial of those demands, the Corporate Team Incentive (CTI), is included in a global package actively being endorsed by the same individuals who earlier denounced it. The message has been confusing, to be sure, and not without controversy.

What is not generally known is that the global offer was an extremely contentious issue at the National Presidents meeting recently held in Toronto on February 4 and 5, 2007. During that meeting, there was heated discussion on the global offer and local delegates sent a very clear message directing the Negotiations team to go back to the bargaining table.

Following the National President’s meeting, the CUPW National Executive Board (NEB) met to vote on whether to accept or reject the offer. The result was 8-7 in favour of acceptance. Clearly, there was a very serious split on the NEB, which is comprised of our elected National officers and Regional representatives. Despite the controversy, the result of the NEB vote has triggered the ratification vote that will take place throughout Canada sometime in late March 2007.

The result of the NEB vote was met with great surprise from the delegates who had left Toronto with the understanding that the Negotiations Committee would be going back to the bargaining table.

As a Local Executive Committee, we openly acknowledge that the global offer contains some positive aspects. For

example, the global offer contains a wage increase and a number of updates to our benefit coverage. Of course, whether the wage increase or updated benefit coverage will be adequate is another question altogether, but the point is that we have not taken the position that the global offer is altogether lacking.

To be absolutely clear, we are not voting to go on strike. In fact, unlike previous sessions of collective bargaining, CUPW has not even had a strike vote.

However, we are very conscious of the mandate that CUPW members gave to our Negotiations Committee. For example, one of the mandates given to our Negotiations team included a demand for the improvement of Group 1 staffing. Unfortunately, there is nothing in the global offer that remotely addresses that mandate.

We are concerned with the other inadequacies and omissions in the global offer, and we are extremely concerned with the manner in which the global offer is now being promoted in the CUPW National bulletins.

It is on the basis of those concerns that the Vancouver Local Executive Committee has decided to recommend rejection of the global offer.

To be absolutely clear, we are not voting to go on strike. In fact, unlike previous sessions of collective bargaining, CUPW has not even had a strike vote.

Instead, we are recommending rejection so that the Negotiations Committee will be directed to return to the bargaining table. This is precisely the same direction that was given to the Negotiations Committee by a clear majority of delegates at the National President’s meeting in Toronto.

Ratification vote triggered by 8-7 split on NEB



Voting against the ratification of the global offer will not necessarily bring about a strike. Having said that, it would be naive to suggest that a strike is outside of the realm of possibilities. However, we can decide at a later date whether a strike is necessary.

That decision is not required at this juncture of time.

A strike is clearly the last resort, to be undertaken after all other attempts at negotiation have failed.

Have we exhausted our attempts at negotiations? There are many of us who believe otherwise.

Given the history of labour relations between these parties, it seems inconceivable that a settlement could ever occur before a strike vote. Obviously, this is a different era than the eighties, but who would have thought that the CUPW national leadership would accept a global offer from Canada Post without the leverage of a strike vote?

It is even more inconceivable that Canada Post CEO Moya Green would publicly thank the CUPW national leadership for agreeing to a speedy tentative agreement.

Does any of this seem strange? Have we been cowed into submission? Were we outfoxed at the bargaining table? These are a few of the questions being posed in many locations in Canada.

Our direction is clear. In 2005, there were 10,000 Canada Post employees on modified duties. The 2006 calendar year was no different. Canada Post employees suffer the highest rate of injury in the federal sector. The mandate given to our Negotiations Committee was designed to improve the quality of our work environments. We need to reduce injuries and eliminate overburdening. We need serious improvements in our staffing provisions.

This will be our only opportunity to send our Negotiations team back to the bargaining table. If the global offer is accepted, we will have to live with it for the next four years. We will not be able to file grievances to obtain that which we didn't negotiate.

In this issue, we hope to provide a local perspective of our concerns so that our members will be in a more informed position when it comes time to vote.

Please feel free to question or challenge the information contained in any of the literature surrounding the global offer. You may choose to reject our Local recommendation, or you may choose to reject the recommendation of the CUPW National leadership.

It is important, though, that you cast your vote with an eye towards the future.

Ken Mooney

Spicy Carrot Soup Recipe

Spicy Carrot Soup ingredients list:

8 carrots, roughly chopped
5 celery sticks, cut into pieces
2 cloves of garlic, chopped
1 large onion, chopped
4 cups of water
1 tablespoon of olive oil
1 teaspoon of curry powder
Salt

Instructions for Spicy Carrot Soup:

Heat up the olive oil in a frying pan; then fry the chopped garlic and chopped onion for 4-5 minutes. Add a teaspoon of curry powder, then stir. Add all of the remaining ingredients except the salt and cook until the vegetables are tender. Mix in a blender until the soup is smooth. Add salt to taste and serve.



The Corporate Team Incentive (CTI)

Just several weeks ago, the National Union actively condemned the CTI as the “*Employer’s demand*”. In support of that assertion, several National bulletins were sent out to the field, explaining why the CTI is not such a good thing for postal workers. At the same time, shop stewards were sent speaker’s notes, which also explained why the CTI is not such a good thing for postal workers.

Several weeks later, the National Union began actively promoting the global offer that contains the CTI.



Does something seem terribly strange?

The endorsement of the Corporation’s global offer has created a great deal of controversy, not only in terms of what the CTI represents, but also in terms of the CUPW National

Constitution. Section B-1 states the following:

*Both in terms with its struggle with the employer and in terms of its orientation within the Labour Movement, the Union rejects all forms of wage restraints, whether in direct form or indirect, such as taxation incentive programs or **productivity based increases**.*

As evidenced by the above extract, the CTI is proscribed by our very own CUPW National constitution. For that reason alone, the CTI should not be endorsed at any level of the Union, either directly or indirectly, or as part of a package deal.

Aside from that little technicality, the CTI is an extremely contentious subject because it does not represent anything more than a carrot on a stick. We would be much better off with a more substantial raise.

For the uninitiated, the CTI is the Canada Post performance incentive plan. It is a nationwide incentive program, and does not apply to individual employees. The parameters of the CTI are defined without any input

from the Union. Canada Post will set out the terms of engagement, and will alone determine whether its objectives have been met.

The inclusion into our collective agreement of a non-grievable incentive plan should set off very loud alarm bells.

According to Canada Post, its CTI objectives will be grouped into four categories as follows: financial performance; delivery service; customer value; and employee engagement. Depending on the extent to which its objectives have been met, an incentive payment of up to 3% could be authorized. However, there is no guarantee of anything. Canada Post could determine that its objectives have not been met and refuse to pay any incentive. Canada Post could even redefine its objectives without any input from the Union.

Furthermore, the CTI effectively wipes the Union off the map in terms of our ability to seek recourse through the grievance procedure. Should there be a disagreement or dispute on whether a target has been met, there is no recourse! The inclusion into our collective agreement of a non-grievable incentive plan should set off very loud alarm bells.

Aside from the ramifications that flow from the CUPW National Constitution, the CTI presents ramifications to our work measurement systems as well as to our health and safety. According to Canada Post’s current definitions, the CTI will be a function of its performance-oriented objectives. Many individuals believe that Canada Post seeks to use the CTI as a vehicle with which to make an insidious end run around our negotiated work measurement systems. However, we are currently facing a crisis in terms of the rate of injury. Canada Post has been attacking the Letter Carrier Route Measurement System for years. Each of the recent Letter

The Corporate Team Incentive (CTI)

Carrier restructures in Vancouver has resulted in longer routes and fewer jobs. Letter Carriers are already overworked, overburdened, and are being injured at an astronomical rate. Will the lure of an incentive payment tend to lead to even more injuries? Will employees be more reluctant to report their injuries?

The CTI will also present ramifications to Group 1 employees. We are currently experiencing serious staffing problems at the VMPP and the VPDC, which has the effect of imposing greater workload demands on a decreasing number of indeterminate employees. Fewer employees are now expected to do more, which impacts on job rotation. There can be no doubt that an ineffective job rotation will increase the risk of injury. Will the lure of an incentive payment tend to increase the rate of injury among our Group 1 members? Will the CTI become a root cause of additional accommodation problems?

Although we will soon be voting on whether to ratify the global offer, most CUPW members and Union representatives can only speculate as to how far Canada Post intends to go with its program of “*employee engagement*”. In its representations to the Union, Canada Post has stated that “*employee engagement*” will be one of the four designated target objectives of the CTI. There can be no doubt that this target objective will find a niche in the Corporation’s attendance management program. Will Canada Post use the CTI to pressure employees into foregoing their right to sick leave? Will the CTI discourage employees from reporting their IODs?

While “*employee engagement*” is a term that is now being used during attendance interviews, perhaps Moya Greene has offered us an even more telling glimpse of what is to come. Just two days after congratulating the CUPW National leadership for its role in “*recognizing the importance of completing an agreement without needless delay*”, Ms. Greene wrote to CUPW members throughout Canada to discuss “*the value of respect*”. In her letter, Ms. Greene stated that front-line team leaders (the new corporate-speak for supervisors) would be handing out certificates to “*deserving employees*”. She also suggested that upper management would be asking

them to “*address situations where an employee may not be doing his or her fair share of the work*”. Will Canada Post supervisors use the CTI as a tool to turn members against each other? Will the CTI tend to encourage some employees to take it upon themselves to subject their co-workers to individual work measurements?

Lastly, the CTI excludes temporary employees. Anyone who has ever worked as a temporary employee knows that temporary employees are among the most exploited members of our bargaining unit. How could CUPW (or any other Union) possibly support a Canada Post global offer that contains contract provisions that discriminate against temporary employees?

Let’s get rid of the CTI. Vote no to the global offer.

Ken Mooney

Carrot Bread Recipe

Carrot Bread ingredients list:

- 4 medium eggs
- 2 ½ cups of flour
- 2 cups of carrots, shredded finely
- 1 ½ cups of sugar
- 1 ¼ cups of corn oil
- 2 teaspoons of cinnamon
- 2 teaspoons of baking powder
- 1 ½ teaspoons of baking soda
- ¼ teaspoon of salt

Instructions for Carrot Bread:

- Preheat your oven to 350°F (175°F).
- Cream the corn oil and sugar.
- Add each of the four eggs one at a time, beating thoroughly after each is added.
- Blend in the flour, cinnamon, baking powder, baking soda and salt.
- Fold in the shredded carrot.
- Bake in a greased loaf pan for about 90 minutes.
- Allow to cool on a wire rack.



Time values will not resolve overburdening problems

Canada Post's global offer contains some improvements to the admail problem, but only as a starting point. The Letter Carrier Route Measurement System (LCRMS) was originally created to ensure that Letter Carriers would be assigned no more and no less than an equitable workload. In recent years, the LCRMS has been attacked in so many ways that it is difficult to know where to start in order to fix the problems.

Given the current overburdening problems, how could we agree to increase the size of householders by 29%?

Off-site lunch facilities, which were implemented on the premise of improved health and safety, have tilted the balance in favour of Canada Post. Unaddressed admail volumes have tilted the balance even more. Admail sales now account for 20% of the Corporation's revenues. During this period of admail growth, how has Canada Post adjusted our workload? The answer to that question is well-known to a growing number of injured Letter Carriers and Mail Service Couriers.

To address our overburdening problems, we presented the Negotiations Committee with a mandate. That mandate included adequate time values for the preparation and delivery of householder mailings. To address overassessment problems, we requested that householders be included in the percentage of coverage formula.

While the global offer includes time values for admail, we believe that those values will not make a serious dent in our overburdening problems.

There are three types of time values contained in the offer. Routes which receive more than 1,600 pieces of mail per week will receive relay stop values. Unfortunately, additional relay stop values will do little to address overburdening. Routes with 900 or more calls will be entitled to additional time values for each set over three

per week. This will have a small impact on routes with over 900 point of call (which also receive high admail volumes), but the reality is that most routes do not have 900 points of call.

If ratified, the global offer will increase the size of unaddressed householder mailings to 9" by 12". This translates into a 29% increase to the size of unaddressed admail! Given the current overburdening problems, how could we agree to increase the size of householders by 29%?

We feel that the proposed time values represent a move in the right direction, but only as a starting point. Unfortunately, those values will not have a significant effect on routes which have less than 900 points of call. Four more years of overburdening could seem like a lifetime. We need better time values, and we need those values to apply to the percentage of coverage formula, as mandated. If Canada Post has money for the CTI, perhaps that money would be better spent addressing the problems that have caused the increasing rate of injury.

Ken Mooney

Carrot Sandwich Spread Recipe



Ingredients list:

- ¾ cup of finely grated carrots
- ¼ ounce of cream cheese, softened
- 1 stick of margarine, softened
- 2 tablespoons of green olives
- 2 tablespoons of grated onion
- Dash of white pepper

Instructions:

- Mix all of the ingredients together thoroughly.
- Chill the mixture in a refrigerator.
- Spread into a sandwich, onto toast or however you desire.

And Enjoy!

Why we should vote no to this tentative agreement...

I have been an active member in this Union for 27 years and have been through too many strikes to count. No one likes a strike but it is a tool to get to the end result, that being a better collective agreement than we had before. I am the first one to say vote yes if the agreement is a better one but I cannot give my support to this one.

Here are my reasons why: For years I have been fighting on the Health and Safety committee for better conditions for us to work in, with more access to carts and relay boxes. There is no reason for me to think that will be any better if we accept this agreement. I have watched our members, day in and day out, struggling with householders while all the employer does is compress them into one day delivery. When asked why they have to compress them the answer is because the computer says they have to be delivered by tomorrow so that is how it will be.

I have also watched the employer check cases to see if the A, B, or C day householders have been taken out. They insist you go up those 30 stairs to deliver that single pizza householder or it means you are cheating at your job and that gets you a suspension of 5 days. There is nothing in this agreement to make me believe that members are going to struggle less to get those householders done. As a matter of fact, the size increase will make it tougher to deliver to deliver householders. What's next, Ikea to houses???

I went to area council specifically to put forward our concerns. Those concerns became demands which our National Union understood to be what we wanted. It has been the history of this Union to fight for the good of the membership. It has been our history to not accept things like the CTI because it will harm the members, if not now then in the future. It has been our history to reach for the top and accept nothing less. I believe our national reps reached for the bottom and accepted just that. Therefore I am urging you to vote no. Vote to have them go back to the table and get what we demanded. In solidarity

Donna MacIntosh
Chief Steward, Letter Carriers

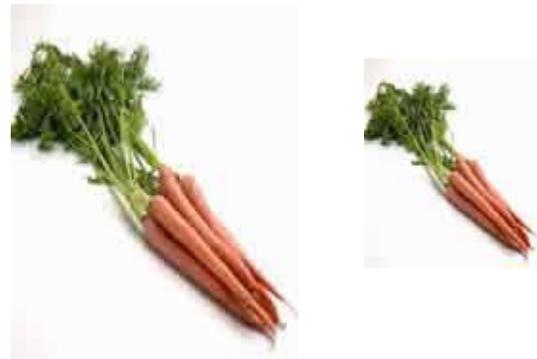
Violation of our constitution

I agree with my brothers and sisters and voted no to the final global offer. My questions to the eight members of the NEB who voted in favour of the global offer are as follows: why would we accept an offer that clearly violates our constitution - the document that we as a Union stand on? If the Corporate Team Incentive will not benefit our members, why would you endorse the global offer?

I am also concerned that this proposed collective agreement will not address some of the serious overburdening issues that face Letter Carriers. The Negotiations Committee was given a mandate to obtain time values address for unaddressed admail and negotiate language that would include unaddressed admail in the percentage of coverage formula. Under the Corporation's global offer, unaddressed admail will remain excluded from the percentage of coverage formula and householder dimensions will be increased by 29%. Where did that mandate come from?

In solidarity,

Karen De Francesco
Chief Steward, Letter Carriers



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“GOOD GRIEF”, MOYA



Dear Sisters and Brothers of the CUPW, Vancouver Local, if I were to tell our CEO what I thought of her “global offer”, I’d write something like this: Good Grief, Moya, you send us all a letter demanding Respect immediately after intimidating our negotiating team into accepting your anti-union profit-sharing demand that even Attila would’ve forsworn?!

For God’s sake, Moya, get your head out of the loam, and take a look around. It’s your self-serving, single-minded capitalists who want “profit sharing”, not Unionists – you know, real working people struggling fiercely for decent family health, dental and disability plans, safe work places and practices, fair staffing, fair and proper workloads, tools and equipment, fair and real wage increases, and fair contracts – for the working class.

C’mon Moya, we’re the ol’ “Solidarity” gang! You’ve heard of us. We’re the folks who look out for ourselves by looking out first for others. The reason, Moya, is because we’re real people with real priorities. You know the type, you read about them in your weekend ‘golden rule’ classes — the good Samaritan type – one for all and all for one; ring a bell?

But this doesn’t describe you, Moya; it appears you’d rather intimidate and guilelessly destroy real peoples’ fundamental values by demanding, instead of a real wage increase, a so-called “profit-sharing plan” that holds no guarantees of real increased wages for increased workloads under ever-decreasing safeguards in safety, health, dental and disability plans, staffing, workloads, real wages and contracts. You’re already killing us slowly, Moya, (10,000 injuries in 2005, another 10K in ‘06) what is your gain in speeding up the process? Planning a little ‘fire sale’, hmmm?

And you have the gall to tell us to Respect you. Respect starts at the top – you said so yourself. Don’t expect us to roll over and lose respect for ourselves and our Union while you attack our most fundamental of Union values – Real Wages with well-earned Real Increases. And by the way, we recognize rotten carrots when we see them.

Respectfully,

Doug McFeely,
Health and Safety Director
2006-08



Serious Reservations

I am voting against the tentative agreement. I have serious reservations on the CTI. It is not well negotiated. The Corporation makes the call on any change or modification and they only have to notify and consult as they see fit. If CPC wants to make any new operational changes (including plant closures) they can base their decision on the need to reduce costs, to maintaining its overall performance (and they can blame it on the union for their operational changes). Everything we fought for in the contract would be weakened. Staffing, health and safety, and benefits would take second stage to the CTI. There is nothing concrete and binding in the agreement. The Corporation can modify any of the terms and conditions of the CTI in the years to come. In any kind of negotiations, it is not wise to sign on the dotted line if the agreement is not in black and white.

Gloria Tam,
VMPP # 3 Chief Steward

Group 1- Internal workers

I am voting No to the global offer. As a Group 1 employee, here are a few reasons why I voted to reject the offer. It is clear that there is a serious problem with internal staffing and if we don't put anything in the new contract we will have no way of stopping CPC from forcing fewer and fewer internal workers from doing more and more work.

There is nothing being proposed but more consultation! Already, CPC has not maintained the proper staffing ratio. This means that we are already short of full-time positions. Add to this the use of temporary employees and high levels of overtime. Many of our members are nearing retirement, but there is nothing in the collective agreement which forces CPC to fill their positions. We need to send a staffing message to CPC. We need more internal staff now! We need to send our negotiations team back to the table.

Dennis Wright
VMPP # 1 Chief Steward

WE CAN DO BETTER !!!

We must vote **NO** to the Tentative Contract! Though there are some positive aspects proposed, the negative aspects far out weigh the good. Ask yourself...

- Are you overworked?
- Do you want to stand by while you and others suffer with Forced Overtime and Workloads not addressed by proper staffing?
- Do you want your fellow workers competing with you in the workplace?
- Do you want your Union Negotiators to ignore rules of our National Constitution that protects us from Productivity Based Increases?

This Tentative Agreement does not completely cover these issues.

Let's send our Negotiators back to the bargaining table to get us what we need.

We need a workplace where you and your fellow workers will be treated with dignity for the work that you do.

We do not need a workplace where the Corporation's contrived ideas of what you should be doing, such as the CTI and even more work, are the standards for dignity.

Wayne Aller
Local Organization Director

The Vancouver Local Executive Committee has voted unanimously to recommend rejection.

Even if the CTI were not in the global offer I would still have to vote to send our negotiating team back to the table. In Vancouver we have an acute problem with the erosion of our jobs. In Group 1 when a postal clerk retires or transfers out of the local the position is usually deleted. The work is still there, but the difference is that the people remaining have to work harder to keep up. This causes increased injuries and stress. There is also the issue with trying to accommodate injured workers. Many postal workers with high seniority do not get the shift of their choice even though they have the seniority for it because there is less light duty work available and there is a huge increase in the number of injured workers requiring an accommodation.

Canada Post's current global offer has been characterized as a status quo contract with a Trojan horse attached (Corporate Team Incentive {CTI}).

Voting no to the global offer does not mean we are going on strike. We would just be telling Canada Post that their offer does not suit our needs. We want to send our negotiating team back to the table to address the issues that we require changes.

Horst Volk
First Vice-President

VMPP FOR SALE?

On February 6, 2007, Canada Post notified the CUPW National Office of its intentions to put the Vancouver Mail Processing Plant (VMPP) on the market. This undertaking is being characterized by Canada Post as a Request for Proposal (RFP). On February 21, 2007, the Union discussed the potential sale of the VMPP with individuals from Canada Post's head office.

According to Canada Post's Real Estate Division, the VMPP is 50 years old and is "*near the end of its fiscal life cycle*". CPC also advised that the VMPP facility would require \$20 million in repairs within the next 10 years.



When asked why the Corporation was soliciting offers from potential buyers, CPC offered a number of corporate responses. Firstly, Canada Post indicated that it was "*exploring all the options*". Canada Post also stated that it was "*prudent to manage its assets*".

CPC further clarified its position by offering that the sale would represent the "*highest investment opportunity for the company, a chance to secure the best economic value for the Corporation*".

Canada Post's Real Estate division is acutely aware of the current Vancouver market. According to its Real Estate Division spokesperson, Vancouver's market is "*robust*" and "*driven by many factors, including the Olympics*".

No one likes being kept in the dark. When asked when a final decision would be made, Canada Post indicated that it would not be in a position to confirm or deny whether the sale will take place until the fall of 2007. Apparently, any sale would be subject to certain conditions, including the acquisition of a suitable replacement property. When asked if any suitable replacement sites had been identified, the Corporation indicated that it preferred to keep the processing operations in the Greater Vancouver area.

Canada Post also suggested that the airport would be a viable area, but did not rule out any other potential locations.

Canada Post indicated that there has yet to be any discussions regarding the possible consolidation of the VMPP with the VPDC, but it was confirmed that the lease at VPDC, which expires in 2009, has not yet been renewed.



If and when the sale actually takes place, the implementation date of the relocation would be in late 2009 or early 2010. If the move does occur, Letter Carrier operations will apparently remain in the downtown core, which will require the acquisition of another property for that purpose. Canada Post also indicated that an alternate location in the downtown core would have to be secured for the Parcel Hub.

Several months ago (while in Vancouver), CEO Moya Greene indicated that Canada Post would be making a huge investment in its infrastructure. Somehow, Ms. Greene neglected to mention that Canada Post's investment in its infrastructure would include putting the VMPP up for sale.

More information will be provide just as soon as it is received.

Ken Mooney

Local Website!

Check it out! <http://www.cupw-vancouver.org>
Our new e-mail is pubcom@cupw-vancouver.org.

No improvements to Group 1 staffing!

Prior to negotiations, we provided our National leadership with the following mandate:

- Amend Appendix P (staffing ratio to Group 1) to allow union to grieve staffing violations of 39.02 and 39.03 and add a mechanism to ensure full-time positions are maximized in smaller post offices.
- Add a system of identified relief for Group 1 similar to bar chart system that exists in Group 2.
- Employer to be required to cover all long absences in all Groups...

Despite that mandate, there are no changes or improvements for Group 1 staffing in the Corporation's global offer.

Since the inclusion of Appendix P in the 2000 collective agreement, the Corporation has been obligated to maintain a minimum ratio of full-time employees in Group 1 facilities such as the VMPP and VPDC. Appendix P marked a significant change to Group 1 staffing in that temporary employees could be used in a six (6) hour window without any further obligations (i.e. extended hours and overtime) other than the inclusion of those hours into the staffing ratio. Even at the time of its introduction, it was recognized that Appendix P had serious limitations in terms of maintaining a minimum ratio of full-time employees in any *specific work area, section or post office*.

In Vancouver, the deficiencies in Appendix P have become acute, impacting on health, safety, and job rotation. Canada Post now routinely deletes vacant full-time day shift positions. Employees who have waited for years to obtain a dayshift position now find themselves unable to obtain a position on day shift because there are less full-time jobs. The deletion of full-time positions has also impacted on seniority in terms of accommodation because there are fewer opportunities for accommodation on day shift. Retail positions have been deleted, and long-term absences are

frequently left unfilled. The current language of Appendix P leaves much to be improved.

Our Group 1 members wanted teeth put into the existing language. Our members wanted language that would compel Canada Post to maintain an adequate level of full-time staffing in work locations where part-time and temporary employees may frequently outnumber full-time employees. Rather than negotiate such language, the Union succeeded only in obtaining the right to engage in consultation. We say that the Union already has that right.

Ken Mooney

Carrot Lollypops

INGREDIENTS:

- 6 x fat carrots peeled, cut into 1/2-inch-thick slices
- 2 tbsp honey
- 2 tbsp butter
- Salt
- 1 x navel orange (for presentation)
- 20 x 6-inch bamboo skewers (for presentation)



Directions:

1. Steam carrots until tender.
2. In a sauté pan over medium heat, add honey and butter. Simmer until mixture thickens slightly and begins to bubble. Toss carrot slices in reduced honey/butter, then skewer on bamboo skewers. Poke individual skewers into orange half.

Members

IN WARM MEMORY OF CHRIS ELLIS

Christopher Jonathon R. Ellis

January 19, 1961 - January 8, 2007



After a lengthy and painful struggle with cancer, Chris Ellis passed away peacefully at his mother's side in Lion's Gate Hospital at 6:30 pm, Monday, January 8th. He worked many years at Canada Post - many of them spent at Depot 74. Those of us who knew him were aware of his struggles with work place shift changes and traumas in his personal life. Through it all, Chris remained a very good sorter and a very good letter carrier for Canada Post. He was well liked by all levels of workers at Canada Post.

Chris had the human struggles the rest of us endure, but through it all he maintained a kind heart and a very real, down-to-earth personality. We will remember his full and hearty laugh.

A sister Kathy, who also succumbed to a long battle with cancer last year, predeceased Chris. He has a brother Tom, who is an Air Traffic Controller in Ottawa. His love of music was developed by watching his mother Joan and father Bill, performing music on stage and then for hospital patients earlier in his life.

Chris' remains will return to Montreal where his mother, father and many school and life-long friends reside. Service will be held in Montreal. Our thoughts and love will be with him.

It eased my angst over this tragedy when I saw the peace in Chris as he held his mother in his arms. That is the

loving memory that will sit in my mind beside the ones of him listening to his Rolling Stones and laughing with his friends.

Chris' mom Joan would like to express her deepest warmth towards Chris' co-workers and friends. It helped a great deal to have the kindness and support she received. Our CUPW Union has also been supportive and has promised assistance with benefits. Joan wants to especially express her sincere gratitude towards Canada Post Corporation for the understanding and special consideration shown towards Chris and his family when he could no longer speak on his own behalf.

Hey Chris, I hope you're having a great time with all those rock musicians up there.

With love,

Your friends.....

CD

Happy Retirement



Our friend and co-worker Calvin Chin retired on Friday, February 16, 2007. He will be missed for his jokes, generosity, teasing and uncanny ability to imitate a lounge singer. He is

noted for his versions of various hurtin' songs. Calvin is a natural athlete and an exceptional golfer who hopes to spend more time on the links rather than repainting his home. In what has become a tradition at Depot 74, he gave a moving farewell address urging management to respect and value their employees. After 34 years of service we wish him a happy and fulfilling retirement!