

VANCOUVER POSTAL WORKER

CUPW Vancouver Local 846

Summer 2006

Free



Mass Management hiring spree continues . . . page 9



Members . . . page 10



ADMAIL: FOCUS FOR THE FUTURE . . . page 4



New Shop Stewards . . . page 14



Admail Volumes



No Solutions?

Letters



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May 1, 2006

Ken Mooney
President
CUPW Vancouver Local 846
PO Box 2173
Vancouver, B.C.
V6B 3V3

Dear Mr. Mooney,

On March 15, 2006 CUPW stickers were placed on the exterior and interior glass access doors to the Vancouver MPP and the divisional offices. The stickers contained the phrase "I want to know" and digital images have been attached. On March 16, 2006 the Corporation's security personnel reviewed the surveillance tapes and observed members of the CUPW Vancouver local executive applying these stickers, Horst Volk, Robert Mulvin and you were clearly identified.

Since March 16, 2006 CUPW stickers have also been discovered at many different Canada Post locations in the Lower Mainland.

I am putting you and your executive on notice that I consider your conduct on March 15, 2006 to be completely inappropriate. Defacing corporate property in the manner described is unacceptable and I will not tolerate such behavior in the future.

Please govern yourself accordingly.

Yours truly,

A handwritten signature in black ink, appearing to read "Al Burnett".

Al Burnett
General Manager
Regional Operations Pacific

cc Legal Affairs

Letters



Vancouver Local

1079 Richards St., Vancouver BC V6B 3E4

Tel 604 685 6581 Fax 604 685 4931

May 4, 2006

Al Burnett
General Manager, Pacific Region
PO Box 2110
Vancouver, BC V6B 4Z3

Dear Mr. Burnett:

Thank you for your letter dated May 1, 2006.

I am writing in response to your suggestion that members of the Vancouver Executive Committee have been defacing corporate property by affixing "I Want to Know" stickers to the glass access doors at the Vancouver Mail Processing Plant.

Please be assured that we are very concerned by these allegations.

However, I believe that this may be a case of mistaken identity. It has just come to our attention that an organized group of identity thieves have been masquerading as union activists. These individuals are ingenious, and have been overheard propagating union rhetoric at various postal facilities throughout Vancouver. They are well-disguised, and are said to be in possession of union cards, bulletins, and other union property. Although we have recently implemented a series of stringent security measures, we have been unable to prevent the illicit distribution of union stickers. Unfortunately, we believe that our stickers are now being sold on the black market.

We have recently appointed a team of professional investigators to conduct a series of exhaustive background checks on all of our activists to eliminate the possibility that an operative has infiltrated our organization. We fear that the imposters may be in league with an underground group of Communist agitators.

The imposters are very elusive, but please accept our assurance that we will continue to monitor this situation until each and every union *doppelganger* has been captured and brought to justice.

Sincerely,

Ken Mooney
President

db/CUPE-3338

The struggle continues



ADMAIL: FOCUS FOR THE FUTURE

During the past several years, Admail has come into focus as an increasing source of corporate revenue. At the same time, Admail has also drawn attention as a root cause of many overburdening problems.

In 2005, Canada Post reported a 12% increase in revenues from unaddressed Admail in August 2004, as compared to the same period in the previous year. Canada Post also reported that during that same time period, revenues from addressed Admail were 6 % higher than the year before¹.

In March 2005, the *Pacific Express* reported that Admail volumes now account for 21% of the Corporation's revenue².



In December 2005, *Interaction* reiterated that revenues from Addressed and Unaddressed Admail are now responsible for one dollar of every five Canada Post earns³.

In its March/April 2006 issue of *Performance* magazine, Canada Post provided a comprehensive explanation of Direct Marketing and its place as one of the three lines of structure within Moya Greene's recent business reorganization. In that article, Canada Post reported that overall Admail sales were responsible for \$45 million in the Corporation's business growth in 2005⁴.

Clearly, the increased amount of scrutiny that has been focused on Admail is a reflection of its evolution as a primary source of revenue. Admail may provide improved prospects for future job security, but increased Admail volumes have also presented additional demands to the Group 2 workforce.

Admail and the LCRMS

Letter Carrier assignments are determined by a unique work measurement system known as the Letter Carrier Route Measurement System (LCRMS). The LCRMS was created decades ago, during the time of the Letter Carriers Union of Canada (LCUC). The LCRMS is a separate document from the collective agreement, but it is incorporated into the

¹ *Performance* Special Report 2005 Vol. 20 No. 3

² *Pacific Express* March 2005

³ *Interaction* Dec. 2005 Vol.11 No.6

⁴ *Performance* March/April 2006 Vol. 21 No. 2

ADMAIL: FOCUS FOR THE FUTURE

collective agreement by reference. While the LCRMS was designed to ensure productivity, it was also believed that it would serve to ensure a standard of equity in assessing Letter Carrier workloads.

The LCRMS sets out the guidelines to be followed when assessing and building Letter Carrier routes. Canada Post structures Letter Carrier routes by applying engineered time standards to the physical characteristics of a defined delivery area in conjunction with the amount of time that must be allocated to sort and prepare the mail destined for delivery in that area. In order to calculate the amount of time that must be allocated to the sortation and preparation of mail, Canada Post will occasionally conduct volume counts. However, Canada Post does not include or recognize Admail delivery when conducting volume counts, assessing or restructuring routes. In other words, no time is allocated for the delivery of Admail.

While never altogether free from its inherent flaws, the limitations of the LCRMS as an equitable work measurement tool are now being observed in many postal facilities throughout Vancouver. As an effective means of assessing equitable workloads, the LCRMS has been undermined because Canada Post has not recognized the delivery of Admail in its assessment of Letter Carrier routes.

Admail may have an increased profile in the Corporation's financial picture, but Admail delivery represents an invisible workload in terms of the LCRMS. As a result, Letter Carriers throughout Vancouver are being overburdened because the increasing workload resulting from Admail volumes does not exist in the eyes of Canada Post.

No solutions?

During a visit to Vancouver on June 14, 2006, CPC Vice-President Mary Traversy met with Letter Carriers from Depot 74, Station K, and the Mountainview Delivery Center. Aside from confirming that Canada Post has recorded eleven years of profits, Traversy's presentation reflected the import of the articles contained in the March/April 2006 Edition of *Performance*.

During her presentation, Traversy attracted serious attention with her comments regarding Admail. After stating that Admail represents *growth potential*, Traversy was asked how Canada Post would address the overburdening problems currently facing many Letter Carriers throughout Vancouver. Traversy acknowledged that increased Admail volumes *might* have resulted in *some overburdening situations*. She suggested that the solution to those overburdening problems might have to wait until the upcoming round of collective bargaining.



No Solutions?

As a footnote, it was Mary Traversy who authored a letter of intent that came into force upon the signing of the 2003 collective agreement. In that letter, Traversy committed to addressing overburdening situations so that Letter Carriers would not be required to work daily overtime in order to complete their duties. Unfortunately, Traversy's commitment seemed to evaporate immediately after the contract was signed. In the meantime, the impact of increased Admail volumes has been ignored.

How much Admail?

Depot 32 is a small postal facility on the west side of Vancouver, with a combined total of 34 full-time and part-time routes. During the period of April 1, 2005 to March 31, 2006, Depot 32 employees delivered 6,846,476 pieces of Admail.

ADMAIL: FOCUS FOR THE FUTURE

Cindy Lee, a Depot 32 Letter Carrier and Shop Steward who has worked at Canada Post since 1996, has observed the growth of Admail and its impact on the work floor: “The volumes of unaddressed Admail have increased to the point where our daily workload has become unmanageable. We deliver more catalogues and more oversized Admail than ever before. We carry more weight than ever before. Because of the increased Admail volumes, we frequently have to deal with compressed deliveries. We receive no time values for the delivery of unaddressed Admail, yet a big part of our workday consists of preparing, carrying and delivering it.”

“Letter Carriers are currently paid on a per piece basis for the delivery of unaddressed Admail. Under normal circumstances, Letter Carriers are paid two cents per piece. However, there is no time value included in our assessed workloads for the delivery of unaddressed Admail. As a result, we are assigned 8 hours of work each day without any consideration of the time and effort that it takes to deliver unaddressed Admail.”



Doris Pare, who retired on July 28, 2006, was for many years Depot 74's *Custodian of Admail Records*. Pare, who worked at Canada Post for over 32 years, has seen unaddressed Admail volumes grow to the point where Depot 74 now receives an average of 500,000 pieces per week. “Our unaddressed Admail volumes have increased, but management has not provided the additional staff or facilities to cope with it. We are always short-staffed, and our system does not have a dedicated Admail position. We have difficulty distributing the Admail by noon, which has led to compressed delivery and additional payments. We just don't have the staff to hand it out.”

How high are unaddressed Admail volumes at Depot 74? During the week of April 24 - 28, 2006, Depot 74 received approximately 900,000 pieces of unaddressed Admail.

During the period of April 1, 2005 to March 31, 2006, Depot 74 received a mind-boggling 27.6 million pieces of unaddressed Admail, reportedly among the highest receipts in Canada.

Many individual Letter Carriers at Depot 74 delivered well over a half million pieces of unaddressed Admail throughout the course of that same period.

Those volumes are enormous, but so are the costs of delivering that volume of Admail.

At Depot 74, unaddressed Admail volumes resulted in householder payments that exceeded \$552,538.00. Obviously, the amount of compensation paid out to Depot 74 employees would easily justify the creation of eight to ten new full-time positions.

Since overtime is a function of Admail volumes, Depot 74's budget can only be measured in the stratosphere. Based on the first six months of the 2006, the amount of overtime paid to employees who work overtime on their own routes is well on track to reach \$624,000.00 by the end of the calendar year. There can be little doubt that Admail volumes have directly attributed to that amount of overtime. Clearly, the amount of overtime paid out in Depot 74 could support the creation of another ten full-time positions.

ADMAIL: FOCUS FOR THE FUTURE

Depot 74 and Depot 32 are only two of many stations throughout Vancouver have experienced the impact of growing Admail volumes.

Station D also a high Admail station, with 11,769,694 pieces of Admail being delivered between April 1, 2005 to March 31, 2006.

Current Admail volumes are undermining the premise of an equitable work measurement system. The number of pieces of Admail that are required to be delivered on any given day will frequently exceed the combined volume of letters and flats, yet the assessment of Letter Carrier routes does not include or recognize the time required to deliver Admail. Should Letter Carrier routes continue to be assessed by a work measurement system that excludes a significant portion of one's daily duties?



Rather than address the overburdening problems associated with Admail volumes, Canada Post has fixated its vision on growing Admail sales rather than on creating a system with which to process it. In many ways, Canada Post has set the foundation for service failure by averting its eyes from the overburdening problems associated with Admail volumes.

There is no set standard for collation, which results in inconsistent practices throughout Vancouver. In some stations, supervisors recognize that multiple sets of Admail cannot be handled while out on the route, and allow employees to collate their householders at the end of the day.

In other facilities, frowning supervisors refuse to allow Letter Carriers to collate their mailings or run them into their case, even when multiple sets are received on a given day. In those situations, employees will frequently deliver their entire mailings on a single day, rather than the three day delivery span that is set out in the collective agreement, because there is no other way to manage multiple Admail mailings.

Aside from collation, there are problems regarding delivery procedures. The current language of the collective agreement was negotiated to stagger the delivery of Admail to help ensure that Letter Carriers would not be overburdened. In general, Admail is assigned for delivery within three day span. Each mailing is broken down into three portions, known as A, B and C day. Admail is assigned for delivery within a three day period corresponding to A, B, and C Day. However, the language that was negotiated to prevent over-burdening becomes absurd when multiple Admail sets are received on a daily basis. In recognition of the current problems, one Canada Post supervisor recently testified at arbitration that the Corporation does not take issue with the manner in which mailings are delivered as long as the delivery is completed within the three day delivery period. However, that perspective is not universally shared, and other supervisors have suspended employees for failing to deliver their Admail in strict accordance with the three day delivery span.

ADMAIL: FOCUS FOR THE FUTURE

Even the trainers at Letter Carrier school cannot adequately convey an established procedure to new employees, because there is no consistency in terms of an established process out in the field.

At Depot 74 and other facilities in Vancouver, there is insufficient staff with which to assist with the distribution of Admail. This shortfall in resources has frequently led to potential service failure because mailings have been late in being distributed, which has in turn led to compressed delivery, additional payments, increased overburdening, and unwanted overtime. There are further problems because there is not enough equipment to properly store, prepare, and collate Admail. According to reports, Canada Post has no intention of acquiring more storage cases in the future.

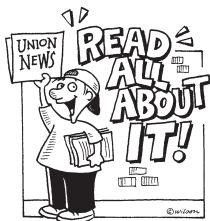
During the CUPW Regional Conference held on the weekend of June 9 - 11, 2006, delegates passed a resolution to provide the CUPW Negotiations team with direction during this upcoming round of contract negotiations. The intent of that resolution was to ensure that adequate time values would be negotiated for the preparation and delivery of householder mail, to ensure that CUPW members are provided with safe and equitable workloads. One of the key issues in negotiating time values will be the issue of weight. Aside from the fact that Admail delivery is invisible, the weight of Admail is not factored in to route assessments because Canada Post will not include it when conducting volume counts. The weight factor is not only a concern to Letter Carriers, but also to Mail Service Couriers, who must deliver relay bags in numbers that exceed the workload assigned to their schedules.

The issue of time values will still be the subject of debate within CUPW, because many members have become accustomed to relying on the current payment system to make ends meet. Under the 2003 collective agreement, employees are compensated for the delivery of Admail at the rate of two cents per piece. For routes with heavy Admail volumes, that payment system can add up to an additional \$10,000.00 per year in earnings.

However, the real debate involves our future. The premise of the LCRMS is being threatened by Admail volumes. Admail has evolved into a major part of a Letter Carrier's daily duties, yet its delivery is not recognized when Canada Post conducts its restructures. At each restructure, Canada Post has reduced the number of Letter Carrier positions. On those occasions, Canada Post has cited declining mail volumes. The opposite is true for Admail volumes. Admail volumes are increasing and the payment system currently in place does nothing to protect jobs. Admail volumes have caused overburdening, created unwanted overtime, and have resulted in greater wear and tear on our bodies. Ultimately, Admail volumes have undermined the LCRMS as an equitable means of assessing Letter Carrier routes. In terms of our future job security, Admail must have some connection with our work measurement system.

Ten years ago, there was a system in place that provided for time values and payment for mailings that exceeded three sets per day. Perhaps that balance would be a good starting point during this round of collective bargaining. Ultimately, that decision will be made by the membership during our upcoming meetings this fall.

Ken Mooney



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The Committee: Andy Henderson, Cindy A. Lee

Mass management hiring spree continues...



Canada Post has been beefing up its supervisory ranks. During the last several months, a platoon of new line supervisors has been deployed to postal facilities throughout Vancouver. Many of these individuals have been hired directly off the street and have no prior experience at Canada Post. However, it is reported that they bring a wide range of job experience to the table, including tenure at fish processing plants and used car sales dealerships. Advertisements for “team

leaders” have appeared in our local newspapers, and Canada Post has even gone so far as to contract recruiting firms to assist in the screening of potential candidates. According to job advertisements, more “team leaders” are needed “to ensure future success in gaining market share within a highly competitive market”.

It has become clear that Canada Post has decided to invest an enormous amount of money into its management infrastructure. While some of the new supervisors are CUPW crossovers, it has now been reported that at least forty (40) new supervisors have recently been hired off the street in Vancouver. The total salary and benefit package for each of those supervisors will represent a cost of approximately \$60,000 per year, which equates to about \$2.4 million dollars per year in additional costs in Vancouver alone. Canada Post has also recently added four (4) new Managers and one (1) new Director. If the salary and benefit package for each of the four new Managers and Director is averaged at \$100,000 per year (excluding bonuses), CPC has committed itself into an increased financial expense of at least \$5 million dollars in the next decade. In terms of Vancouver alone, Canada Post has now committed itself to at least \$30 million dollars in additional costs during the next decade (excluding bonuses). If these numbers are extrapolated across the country, the cost of management becomes even more enormous.

In contrast, Canada Post has eliminated jobs and created serious overburdening problems during each of its Letter Carrier restructures. The number of Group 1 positions has also been reduced, to the point where the current number of indeterminate VMPP employees represents a fraction of the employee complement that existed five years ago.

Why is Canada Post adding so many new supervisors? A certain level of attrition is expected in the next few years, but the number of newly hired supervisors will more than exceed the expected rate of attrition. It is now apparent that something else is in store.

It’s going to be a challenging time for all postal workers. In the short term, CUPW members will be forced to endure the learning curves of their supervisors, who, for the most part, have little or no experience at Canada Post. On a larger scale, Canada Post is sending strong signals that it is moving in the direction of increased micromanagement. As most postal workers are aware, micromanagement is associated with martial law.

While Canada Post is adding a huge cost to its management approach, several things can be certain. A bloated management infrastructure seldom leads to increased efficiency or reduced costs. Further, Canada Post intends to squeeze more water out of stone. More significantly, Canada Post’s new direction has been laid out by its CEO, Moya Greene.

Ken Mooney

MEMBERS

Happy Retirement, Doris

On Friday, July 28, 2006, long-time Depot 74 employee Doris Pare said adieu to her co-workers as she entered into her retirement. Doris, who worked at Canada Post for over 32 years, moved her co-workers with a touching and insightful farewell speech, some excerpts of which are as follows:

“We all know that Depot 74 has not been a happy workplace – not like it always was before. The changes we’ve had to endure over the past year have not been widely accepted by most. These changes have rarely been beneficial, especially to employees. There seems to be so much conflict in so many areas, every day!

Top management has not been listening to the concerns and complaints of its employees. Based on past performances, it’s hard to believe that positive changes will come. The interest they are now showing is hopefully genuine...I think that every employee should seriously think about what they can do to ensure better walks, proper and fair assessments, and better workloads that can be completed in eight hours time.

Canada Post is looking to increase the flyer volumes. We can hardly handle what we have now. The truth is that you have the opportunity to be more active in what happens in your future of your job, especially because the contract is up in six months. I urge you to give upper management the message that you can’t get loyalty from an employee who isn’t treated with respect and who isn’t given the support and tools needed to do good work.

Enough of the negative stuff! I’ve been at Depot 74 for twenty-nine (29) of my thirty-two and a half (32.5) years at Canada Post. Twenty-two years as a Letter Carrier, and the last ten and a half years working inside. I was happy to get my PPD position here in my own station. I’ve always enjoyed the mix of people here - from the old cronies (you know who your are) to the large group of you who have a substantial investment of time and experience in the job and the many new young people floating in and out of our station wondering how they are going to get through their difficult day of work.



The variety of personalities, cultures and ages have made our station an interesting and fun place to work. Working inside has given me, personally, a chance to work closely with many of you ... I’ve had a lot of laughs here (I do love to laugh). I counted on the laughs for many years. It was like a form of medicine to keep my mind off the pain in my knees. For that, I thank you. It helped me through a difficult time.

Thanks to everyone! I’m thrilled and elated and I’m proud to have been a part of the Depot 74 family. I carry with me extremely fond and happy memories. For that I thank you all. It’s not really goodbye, it’s see you later!”

MEMBERS

Bob Howie, 40 years at Canada Post!

South Burnaby Letter Carrier Bob Howie, pictured second from the left, recently took time to pose for pictures with some of his colleagues. On August 1, 2006, Bob completed his 40th year of service at Canada Post. When asked how he managed to persevere during his four decades of service at Canada Post, he stated that it wasn't planned!



George Little retires!



This year, St. Patrick's Day was memorable for more than Moya Greene. March 17, 2006 also marked the retirement of George Little, a long-time CUPW shop steward whose activism goes back to the seventies, when Canada Post management was more open with its labour relations approach. George, an aficionado of Irish Whisky, has held many positions on the Vancouver Local Executive Committee, most recently as Chief Steward for the VMPP #2 shift. Immediately following his retirement, George helped to organize the CUPW Retirees' Committee. George is now the Chair of that committee, and hopes to create a forum that will allow for our retirees to remain involved with our Union. George will be missed on the Executive Committee, but his new role will help to ensure that he will be around for some time to come.

Our Past, Our Future

The years of bargaining have defined our past and our future as CUPW. . .

1965 14,000 Workers defied government striking against poor working conditions and poverty driven salaries. The immediate results were significant wage increases, collective bargaining, the right to strike, a no reprisal against strikers, and a Royal Commission to investigate working conditions and management control issues.

1968 An 8-hour per day/40 hours per week. The strike provided for better wages, some improved working conditions, and the introduction of “consulting” with the union on issues. And, a grievance procedure was put in place that allowed workers to deal with workplace issues.

1969 Equal pay shall apply to male and female employees within the same classification. Increase in shift premiums, additional medical benefits, increase in vacation time, and a wage increase that saw payment for overtime after eight hours of work. We also saw the guarantee of job security for full-time workers.

1974 A two-week strike that saw gains in the extension of job security to part-time workers. Coders would have manual sortation added to their job description, resulting in a wage increase compatible to that of manual sorters. There was an increase in the meal allowance, vacation pay and the addition of bereavement leave for part-timers.

1975 A new article with a clear definition of “technological change” was established. The usage of full-time workers over casuals; transfers within a region based on seniority. Part-timers were to receive the same benefits as full-timers on a prorated basis.

1979 Rest period increased to 15 minutes, part-timers acquire the right to 5 days leave without pay for marriage leave, adjustments to vacation leave and boot and glove allowances. We also saw the inclusion of common-law spouse added to the immediate family.

1981 The first Union to win paid maternity leave. Members win the right to refuse unsafe work. Casuals wage increased to minimum hourly wage rate of regular employees and improved rights for part-timers.

1985 Compulsory membership in the union. Members attain hearing, vision and a dental plan. Disability Insurance plan available to all members. Employees not required to lift over 25 kgs. We saw gains in job creation and job security. Other gains in NWL premiums, pre-retirement leave and shift premiums.

1987 Adoption Leave allowance gained. CPC to pay 70% of Provincial Medical Insurance Plan Premium. Increases in vision benefits, benefits to pregnant members and increased vacation leave. CPC to reduce noise levels in mechanized facilities and the prohibition of polygraph testing.

Our Past, Our Future

The years of bargaining have defined our past and our future as CUPW. . .

1987 Adoption Leave allowance gained. CPC to pay 70% of Provincial Medical Insurance Plan Premium. Increases in vision benefits, benefits to pregnant members and increased vacation leave. CPC to reduce noise levels in mechanized facilities and the prohibition of polygraph testing.

1992 The right to use seniority to fill vacant positions in other groups before hiring from the street. The creation of a childcare fund and a union education fund. Restrictions on contracting out and changes to job security provisions. Part-timers retirement savings plan established.

1995 CUPW achieved a collective agreement without a strike, including job security, further restrictions on contracting out work and job creation initiatives. CUPW takes control of 2 million dollar childcare fund. CUPW negotiates a provision that requires Canada Post to permit temporary workers to fill vacant regular positions based on seniority.

1996 The Organization of Rural Route Mail Couriers (ORRMC) is formed. The ORRMC want basic bargaining rights, not just better contracts that can be changed at the whim of the government or Canada Post. CUPW agrees to help the ORRMC.

2002-2003 CUPW signs up rural and suburban mail carriers as members and negotiates the contracting in of carriers. As unionized workers, they have basic rights and a contract that provides clear rules and improved wages.

2007 What are you willing to fight for?

The Struggle Continues . . .



Local Website!

Check it out! <http://www.cupw-vancouver.org>

Our new e-mail is pubcom@cupw-vancouver.org.

Canada Post triggers chaos by “realigning” VMPP sections

On Wednesday, August 30, 2006, Canada Post officially informed the Union that it would be “realigning” its operations in the Vancouver Mail Processing Plant (VMPP). Canada Post’s “realignment” will consist of adjusting its current staffing levels by shift and section. While the Union raised its opposition, Canada Post stated that it would proceed regardless of the Union’s objections.

As a result of the “realignment”, Canada Post has triggered a section bid for each of the affected VMPP sections. Canada Post has announced that it intends to commence that bidding process within the next two weeks. The implementation date of the “realignment” is tentatively scheduled for October 15, 2006. Unfortunately, the “realignment” must be implemented before the commencement of the 2007 annual shift bid. This will cause more than an inconvenience to the affected VMPP employees.

The affected sections and the future employee complement will be as follows:

Section:	Sub-section:	15-Oct-06				
Consolidation	Consolidation	PO2	PO4	PT PO4	PO5	Total
	Shift #2		9			9
	Shift #3		6			6
	Shift #1		10			10
Preferred Assignments	Preferred (incl. Registration)					
	Shift #2		12		4	16
	Shift #3		9			9
	Shift #1		6			6
Consolidation	Customs Support					
	Shift #2	4	13		10	27
	Shift #3		9		5	14
	Shift #1					0
Consolidation	Surface					
	Shift #2		10			10
	Shift #3					0
	Shift #1					0
RT&D (Dock)						
	Shift #2				20	20
	Shift #3				25	25
	Shift #1				16	16
International Records			6	1		7
						0
						0
	Total	4	90	1	80	175

Canada Post triggers chaos by “realigning” VMPP sections

Please note!

- * Overall, there will be four (4) additional positions created as part of this realignment;
- * As in the past, all P0-5s will bid within the RT & D section;
- * All P0-4s working in Customs Support will bid within Consolidation;
- * P0-2s are currently attached to the S/L section. As part of the realignment, 4 P0-2 positions will be attached to the Consolidation section, in the area of Customs Support. Therefore, in accordance with clause 13.04 (b), P0-2s will bid to stay in the S/L section. Those P0-2s who wish to work in Customs Support should not bid for an assignment in S/L section;
- * P0-4s in Surface will bid within the Consolidation section;
- * Regardless of the outcome of the bid, all affected employees will continue to carry their vacation leave;
- * Updated seniority lists will be posted at the time of bidding.

This is the extent of our current information. Additional information will be published within the next two weeks, when some of the Union’s questions are answered. For additional information, please speak to your shop steward. Alternately, please contact our local CUPW office at 604-685-6581.



FUN PAGE

Upcoming Events

Joint Executive Shop Steward Meeting ... September 17
 General Membership Meeting ... September 17
 Seniority Referendum ... September 11 - October 6
 Boot and Glove Allowance ... October 1
 Thanksgiving Day ... October 6
 Daylight Savings Time Ends ... October 29
 Halloween ... October 31
 Pension Course ... November 4
 Remembrance Day ... November 11
 Buy Nothing Day ... November 29
 BC Fed. Convention ... November 29 - December 1
 National Day of Mourning for Women ... December 6
 Winter Solstice ... December 22
 Christmas Day ... December 25
 Boxing Day ... December 26
 New Years Day ... January 1, 2007
 Contract Expires ... January 31, 2007



New Shop Stewards!

On June 27, 2006, Vancouver's newest shop stewards were sworn in at the June General Membership Meeting. Pictured above are Susan Conroy from the VMPP, and Neerja Bhatara and Anju Parmar (left to right) from the VPDC.

Sudoku Puzzle: Easy

		8			7		6	
6		7		9	4			
	2			3			5	
5			1		6	2		
	1						7	
		6	7		2			9
	8			1			9	
			3	7		4		8
	9		4			5		

Quotable Quotes

“Freedom is not worth having if it does not include the freedom to make mistakes.”

Mahatma Gandhi

“All great things are simple, and many can be expressed in single words: freedom, justice, honour, duty, mercy, hope.”

Sir Winston Churchill

“I have no regrets in my life. I think that everything happens to you for a reason. The hard times that you go through build character, making you a much stronger person.”

Rita Mero

Trivia

1. What is the literal translation of a chaise lounge?
2. Which precious metal celebrates a 60th wedding anniversary?

Answers: 1. Long Chair 2. Platinum

db/CUPE-3338