



## MOYA GREENE'S VISIT TO HMPP

The President of Canada Post Corporation (CPC), Moya Greene, was at the Hamilton Mail Processing Plant (HMPP) on Wednesday, June 10, 2009, at 8 am to give a presentation to employees and take questions. Also in attendance were Senior Vice-President, Mary Traversy, and Huron Rideau General Manager, Bob Howie. The presentation touched on a number of subjects from the current financial situation, health & safety, and the modernizing of the Post Office.

I had an opportunity to ask Ms. Greene about how many new mail processing machines the HMPP was getting next year and how many jobs will be lost as a result. Bob Howie said we will be getting 8 in total, 4 new Bar Code Sorters (BCS) and 4 Optical Character Readers (OCR's), for a net loss of 2 mail processing machines. Director Tony Kloosterman told me that CPC is looking at May or June of 2010 to bring them in and that the new BCS's will likely be in the same place as the old ones and the same for the OCR's. I was also told the plant is keeping the two Flat Sorting Machines (FSM). Ms. Greene said there would be no job loss as a result. I find it hard to believe there will be no job loss for during the presentation, and in all of CPC's recent literature, there is a constant refrain about attrition through employee retirements.

1<sup>st</sup> Vice-President, Terry Langley, asked Ms. Greene about the health & safety of our members in a climate of PACE expectations for clerks, plans to cut 10,000 jobs through attrition, and the computerized route measurement system, known as Geo route, adversely affecting letter carriers. The response was that CPC was looking at ergonomic improvements. During the presentation, Ms.

Greene said that the accident rate at CPC was too high and needed to be addressed.

Internal Grievance Officer, Bill Laidlaw, asked Ms. Greene about why CPC is aggressively investing in U.S Equities when the CPC pension plan lost almost 20% last year. Her answer was that the experts were saying the U.S. will lead the world out of the economic down turn and that if the pension plan did not invest in equities then the benefit from it would have to be reduced. She failed to say what would happen if there were more losses to the pension plan in the future.

HMPP Health & Safety Committee member, Don Williams, asked Ms. Greene about the cost of using Manulife and told her about being a survivor of their unpleasant tactics. Her response was that absences were a huge cost at CPC and that we need Manulife to ask employees' doctors if they are really sick. She also said many of us treat sick leave like vacation leave. CUPW strongly disagrees with Ms. Greene and her answer makes it very clear what we should expect in 2011.

A CPC supervisor asked Ms. Greene about problems with the Rural and Suburban Mail Carriers pay system and an ongoing problem with some RSMC's experiencing significant delays in receiving pay. CPC agreed this needs to be addressed and Bob Howie said they were working on a solution to the problem. There was no discussion about the biweekly pay dispute between CUPW and CPC.

A letter carrier asked Ms. Greene about the possibility of asking customers to put their mail boxes at ground level. She replied by explaining that CPC thought this was a good idea but it would be very difficult to get the public to accept the change.

Another letter carrier asked about the health & safety training employees get and that new employees should get it first because they have no experience compared to senior members. CPC thought this was a good idea. A clerk asked about the Drug and Dental plan regarding the limited coverage on some benefits. Another member asked about whether the HMPP would be closed in the future and was told it would not. There was a question about the possibility of CPC being privatized and Ms. Greene said there has been no discussion with the Federal Government to privatize.

In solidarity,  
Mark Platt  
President CUPW Hamilton Local 548

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## **COMING, TO A THEATRE NEAR YOU!**

It wasn't too long ago that Moya Greene announced that the Corporation would be implementing the "Visual Information Network" of digital displays in offices with 135+ employees. Fifteen of these have since arrived in the HMPP, though it is uncertain as to when they will be installed. The reported intent is to "engage" the employees with the display of various bits of information, from local weather to productivity stats. There will be 80% local/regional and 20% national information. This curious endeavor brings to mind a number of questions:

1. Will it be permissible to stop the culling belt to catch the latest weather report or game score being displayed?
2. Will I be allowed to stop working to make a few notes on anything I might find particularly interesting?
3. How high is the volume going to have to be in order for us to hear the news, etc. over the din of the machines, and has the Local H&S Committee been consulted on acceptable decibel levels?
4. If there is no audio, then we must *read* the news items. Will the time needed to devote to this new activity be calculated into the productivity expectations? For instance, instead of be-

ing expected to feed 25,000 pieces of mail per hour into an OCR, will that number be lowered to allow for interruptions caused by the feeder being distracted by items being displayed on the TV?

These questions may all seem to be tongue-in-cheek or silly, but the reality seems to me to be even more absurd.



Ms. Greene has made it quite

**Will Big Brother be watching you?**

clear from the beginning of her tenure that she believes an engaged employee is a productive employee and has initiated numerous tactics over her 4 years with CPC in an effort to prove her point. She has attempted to make the employees feel that their opinions matter with providing them with a survey each year. She champions the idea of informal chats with hand-picked "committees" to brain-storm ideas on various topics. She repeatedly refers to the employees of Canada Post as being the Corporation's most valuable asset. She believed so much that we deserved a piece of the Corporation's financial pie that she made the CTI (**THE BONUS**) her primary strike issue in 2007.

These are all standard corporate ideas of what makes an employee feel "engaged" and have little to do with the real world that most of us inhabit. In fact, I believe that if Ms. Greene was truly interested in implementing practices and policies that would "engage" the employees, she would find that the results would be more cost-effective than all the ideas she's tried so far. In fact, the savings on fewer grievances alone could help the bottom line enormously.

Robin Evans  
Education Committee

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"A great deal of intelligence can be invested in ignorance when the need for illusion is deep."  
—Saul Bellow, *To Jerusalem and Back*, 1976

## BAR CHARTS & BACKFILLING RLC

The local received additional positions from the bar chart consultation in October '08. The gains that we made from this consultation, as well as the reporting absences, can only be realized if we hold the employer to what was consulted, and the contractual language that is mutually agreed to.

Management has been assigning untrained stewards, or their Q.W.L/ Employee committee representatives, to review the bar chart information. The Local appoints its stewards, and they review the bar charts, NOT MANAGEMENT. **Management does not direct the local.**

RLC that are covering long term assignments are not being backfilled. The employer is claiming they MAY backfill if they choose. This is a clear violation of the contract, and is causing additional hardship on our members. Daily city wide overtime is the result of this lean MO. Since January 1<sup>st</sup> 2009, 123 city wide over time notices have been broadcast. Management is clearly trying to cut "unnecessary letter carrier positions", like their current attack against LCA and plant positions.

Carriers should know who they are backfilling, or who is backfilling them. If you don't know, ASK. This will hold the employer accountable. If you know of position(s) that are not being backfilled, contact the local office, file a grievance. The Local has put management on notice to discontinue this violation immediately.

We need to ensure absences are properly calculated & reflected in the bar charts. We must make sure that RLC positions are being filled when a RLC takes a long term assignment.

The employer's constant and unrelenting harassment of all members using their contractual sick time will lead to a reduction in RLC compliment when we consult next October.

Has management claimed that there is no one to help you with your route? Management is the sole contributor to reducing the amount of help available. In this fashion, among others, man-

agement is deliberately or otherwise imposing 15.14 overtime on our members.

Notwithstanding the relief available from the bar charts, other contractual language allows for on street help. Example: Articles 33 and appendix LL. However, management is clearly trying to make these articles redundant.

Ken Heydrich  
Canadian Union of Postal Workers  
Hamilton 548

## NATIONAL RESPONDS

On May 14, '09, national CUPW president (Denis Lemelin) wrote to the current Minister of State and Transport (Rob Merrifield) in response to a meeting that was held with the Minister to discuss "the Strategic Review" and its impact on Canadians as a whole and on CUPW members. Mr. Lemelin notes that the Union is very pleased that there has been no recommendation made to deregulate Canada Post, but concerns remain. Outbound international mail, rural mailboxes, the "Employee Share Ownership Plan", "Modernization of Canada Post" and the "Third Party Review of the Collective Agreement" are all issues of concern with the Union. The complete letter can be found at [www.cupw.ca](http://www.cupw.ca).

The Strategic Review and the recommendations made by the advisory panel to Rob Merrifield will go before the legislature for approval. This is the last opportunity members have to express their opinions on the issues at hand. This will affect our future and we must act collectively. You can access information about the Strategic Review online through the CUPW, or you can order a copy at [www.publications.gc.ca](http://www.publications.gc.ca).

I encourage all members express their opinions to the Minister of State (Transport); Rob Merrifield at [Merrifield.R@parl.gc.ca](mailto:Merrifield.R@parl.gc.ca) and to write or e-mail your local M.P. (e-mail addresses are available on line under the Gov't of Canada web site), as their voice will be yours when the Strategic Review recommendations go before the legislature.

-Joette Waddell  
Steward, HMPP



## Dear Myrtle

Dear Myrtle:

I recently ordered a copy of the Report of the Strategic Review for CPC and it came via UPS! What's up with that? Why doesn't our Government utilize their own Crown Corporation for mailing their publications? Can you imagine a non-postal worker's reaction, upon receiving the report on the post office, being delivered by the competition? I'm sure it will look to them that our government doesn't even have faith in us, so why should they. Can you get to the bottom of this?

-“Confused”

*Dear “Confused”*

*Rather than speculate, I decided to write to Moya Greene herself to get an answer to your query. Her response was as follows:*

“Dear Myrtle: Public Works and Government Services is responsible for sending it. We have been advised that, while the department's service provider had been using UPS to deliver the Report, copies are now being delivered by Canada Post. Thanks for taking the time to let us know about this. Moya”

*Although Ms. Greene does not address the whole issue of publications being delivered by UPS, she has at least addressed the delivery of this report in particular. I agree, our Government should be using CPC for all their mailings, and am suggesting anyone concerned should write to their MP on the issue. I would also suggest they write to Christian Paradis, the MP responsible for Public Works, and Jack Layton, NDP.*

*-Myrtle*

**NOTE:** In order to follow up on Ms. Greene's assurances that the Report would be delivered by CPC in the future, another order was submitted. Unfortunately, it also was delivered by UPS! On the chance that her edict had not yet been fully received by those at Public Works, yet another order was submitted. It, too, arrived via UPS. Ms. Greene has been notified of this and I await her response.

-Myrtle

## BURLINGTON POST IMPLEMENTATION

Recent random audit of various depots has produced an alarming 95% variance of claimed vs. actual non-variable street distances for cul-de-sacs and regular streets.

The Local identified initially 16 courts that required investigation. The local has reclaimed almost 3000 ft from missing values @ .0037 Three of these courts were claimed to be flat. Outside inventory guide states that these should have been valued at steep slope (*over 5% gradient*), which changes the value to .0039 per ft.

GeoRoute and the third party provider for street distances are proving their incompetence again. Misreported non-variable street distances are causing deficiencies in our pay and our workload.

In order to ensure carriers are receiving their actual values, carriers should be contacting the Local if they believe their 038 etc. are incorrect.

Providing the employer with 040 cards is how this process should be done, however, the employer has not applied them in a timely manner, if at all. If the values & updates are not applied within 2 weeks, a grievance should be filed. 040 cards do not automatically affect other values. The 071 should be requested to ensure that the value within the LDU has changed, and then cross reference with the 080, special allowances form and all other relevant forms are changed, and finally properly reported on the 075.

Some other issues that the local has been working towards are:

Verifying relay box issues with the carriers; LCA hours since the move of finals to the HMPP; the local has again requested the status of the training of LC on A62 cases; gradient changes for streets; carrier wait times for cabs.

We will be posting the results of the route verification in the following weeks.

**Ken Heydrich, 2nd V- P  
CUPW Local 548**