

# Negotiations

Canadian Union of Postal Workers, urban operations

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## Employer ties increase in child care to the CTI

The union is disappointed with some recent positions taken by Canada Post at the bargaining table, especially relating to the child care fund and our equality demands.

Canada Post is holding children hostage in a hard line negotiating stance. Unless the union agrees to the Corporate Team Incentive (CTI), the annual cap on contributions to the child care fund will not be increased. The funding is currently made up of a fixed \$1.2 million amount plus a fluctuating contribution based on a percentage of Canada Post's profits. The total annual Canada Post contribution is limited to \$2 million.

The child care fund contributions have reached the \$2 million maximum several times in recent years. This happens when the corporation makes more than \$160 million in profit in one year. In these negotiations the parties have reached an agreement on an increase to the fixed \$1.2 million of core funding. Unless the contribution cap is increased, the fund will not get the money that was agreed to.

The child care fund has performed a vital role for many CUPW members and their families. The fund helps members who have particular trouble finding or affording good quality care such as parents of children with special needs, night and evening shift workers, and parents with school age children. An increase in the cap would mean that over 70 new families could access valuable programs for children with special needs.

If the employer is linking the child care fund, which was negotiated over a decade ago, to the CTI, what else will they link to it in the future? CUPW members are wise to question why Canada Post thinks the CTI is so important.

### Equality

Canada Post has problems around equality in the workplace. Harassment and human rights violations occur in the workplace regularly. Some of these complaints have been taken to the Canadian Human Rights Commission. These

problems make it difficult for CUPW members to feel engaged or perform their work effectively.

Yet, Canada Post has been unwilling to work toward solutions to equality issues at the bargaining table. As one of the "Top 100 Employers," you would think Canada Post would be interested in making the workplace more equitable and fair.

Will Canada Post agree to union proposals that:

- Deal with the unfair use of power or authority over an employee? **No.**
- Prohibit harassment related to membership or activities in the union? **No.**
- Ensure harassment complaints are investigated more quickly? **No.**
- Extend sign language interpretation for deaf and hard of hearing members to training and meetings including those with a shop steward before disciplinary or attendance interviews? **No, only for formal training.**
- Require the employer to pay the full costs of a collective agreement in sign language on DVD for our deaf and hard of hearing members? **No, only partial costs.**
- Provide all employees with human rights training? **No.**

Canada Post *has* agreed to put employment equity in the mandate of the Joint Advisory Committee on Human Rights and provide reports with the number, type and status of all harassment complaints to National Directors and the national union four times per year.

It is time for Canada Post to create some real employee engagement by creating a work environment where workers feel respected and by supporting projects that help CUPW members and their families through the Child Care Fund.

Solidarity,



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CUPW Chief Negotiator

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