

Negotiations

Canadian Union of Postal Workers, urban operations

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Bulletin no. 47

Tentative agreement: Internal staffing

One of our demands in this round of negotiations was to establish a mechanism to maximize full-time jobs in smaller offices. We are in a unique position right now as the corporation has failed to meet the 78% full-time ratio provided for in Appendix P. Canada Post must create at least 186 new full-time positions in the coming months to meet the ratio.

We have negotiated that at least 25 of these new positions will be reserved for Grade 7-9 offices.

Appendix P

Since it was negotiated in 2000, the ratio in Appendix P has created more full-time jobs than were created over the years from Article 39 protections.

The tentative agreement includes changes to make Appendix P even more useful. The parties will meet quarterly at the national level to discuss staffing levels related to the utilization of hours. The parties will also meet quarterly at the local level to discuss staffing levels in Grade 7 to 9 offices. In addition, the corporation will provide the local union with relevant staffing information for Grade 7 to 9 offices as it becomes available.

Maximizing full-time jobs

A new appendix requires the corporation to consult and to maximize full-time jobs in Grade 7 to 9 offices. In addition, because the employer failed to meet the ratio, all staffing grievances filed for the 2006 fiscal year are alive and can proceed under Article 9.

Canada Post must provide information

The negotiating committee requested information about staffing situations from all locals. Over 100 locals responded. Of these, only a small number were able to provide sufficient documentation to prove they required extra staff. It is clear that we need to build better staffing files.

To help build better staffing files, the tentative agreement requires that more precise information be provided to the national union. Canada Post must give the union information on hours worked in each facility by classification, including unpaid hours.

The information will be identified by cost centre (clause 14.29).

Lead hand job description

In 2006, discussion groups were held across the country with Retail Lead Hands. Over 100 lead hands participated in these forums and the results indicated that they needed a clearer definition of their duties. The lead hand job descriptions had not been updated for over 20 years. Our demand was to negotiate a new description that better reflected the realities of the function. The new job description was created with input from dozens of lead hands. It is more specific and addresses the work that lead hands may be called upon to do based on the reality of the work location.

In the current job description, lead hands are effectively wicket clerks. In the new description, 'wicket clerk' has been removed from the title and is only listed as one of the many job duties lead hands perform. The new job description is a tool lead hands can use to establish the parameters of their jobs.

Lead hands will also receive a 51 ¢ increase in their hourly wage rate.

To ensure lead hands get adequate and consistent training, we have negotiated a lead hand training project under Appendix T.

This tentative agreement contains many significant improvements in staffing. Now it's up to CUPW members to make their voices heard at ratification votes. More information on this agreement will be distributed in the coming weeks. Check your workplace bulletin board or our website at www.cupw-sttp.org for updates on how this agreement affects you.

Solidarity,



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CUPW Chief Negotiator
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