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CLC/CTC - FTQ - UNI

February 9, 2007

To All Local Executives
Ontario Region, CUPW-STTP

Via Fax & Priority Courier

Dear Sisters and Brothers:

Subject: Proposed Tentative Collective Agreement in Principal

As you should all be aware on February 8, 2007 the National Executive Board (NEB) accepted the recommendation of the Negotiating Committee to agree in Principal with the offer of the employer on a Proposed Tentative Collective Agreement.

I should advise you that as your National Director I did vote in opposition to this recommendation and have recorded my dissent on this matter. The two (2) major areas of my discord with this Proposed Collective Agreement are as follows:

Group 1 Staffing

In my view, the employer's proposal addresses none of the Union's or Membership's concerns surrounding Group 1 staffing.

There have been no proposals for a mandatory relief complement, similar to that of Group 2, which would have allowed for the coverage of either short or long term absences.

Also, having said the above, Article 39.07 has not been amended in a manner which would force the employer to staff long term absences. This has been a consistent problem for your Group 1 Sisters and Brothers.

For me this is unacceptable at this time.

Corporate Team Incentive (CTI)

The second issue is that of the Corporate Team Incentive (CTI).

I should point out that the Corporation has since modified their position on the CTI based on some of the concerns raised at the National Presidents meeting this past weekend.

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Employees now off on Long Term Leave Without Pay will be permitted to contribute to the Pension Plan as though they were in receipt of the CTI. It appears the obvious long term ill effects of their prior proposal have been removed.

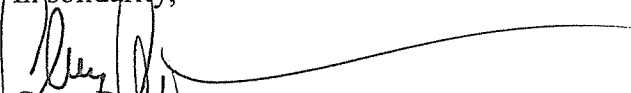
It also appears that the employer has agreed that the CTI will only apply at a National Level. CPC maintains that they cannot, for the life of the Proposed Collective Agreement, change it to a Post Office, an installation, or otherwise smaller groupings. However, the employer has retained its' right to change any of the goals it unilaterally sets at any time.

I cannot comprehend how any issue that the employer is intent on forcing upon the Membership is to our benefit. The mere suggestion by the Corporation that, "this is a strike issue," for them, leads me to conclude that this is an extremely dangerous program that I cannot, and will not, accept.

As your National Director, I believe that it is important you know and understand my position in these matters.

I ask that you contact me for any clarification you require. Due to the fact that I will be in Ottawa next week, you can reach me by either calling my cell phone, or by leaving your contact number at the Ontario Regional office for a return call.

In solidarity,


Gerry Deyeau
National Director
Ontario Region
Canadian Union of Postal Workers

GD:cg

cc REC, Ontario Region, CUPW

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