



## MODERN POST / POSTAL TRANSFORMATION AND THE SCARBOROUGH LOCAL

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# Modern Post

# Scarborough Local

# Projections

- Scarborough Local
  - Loss of 25% of Letter Carriers
  - Loss of 75% of Mail Service Couriers
  - Loss of 75% of Postal Clerks
- No employee will be laid off (sic).
- Employees will be relocated to other locations and shifts if senior employees do not retire as CPC has planned.

# Article 29.03(b) Notice

- On January 19, 2010 CPC sent a National Notice introducing technological changes, impacting the Scarborough Local, and the country.
- The notice impacted three CPC structures, but multiple CUPW-STTP Locals and Multiple Regions:
  - Greater Toronto Area (GTA)
  - Hamilton
  - Montreal

# Sites

- The sites in the original 29.03(b) notice were “safe” sites for CPC.
- Hamilton already had the final sort back in the plant.
- Monterey 1 & 2 and Adelaide were already motorized, with Parcels, SLB’s, RPO’s and Pickups.

# More Notices

- CPC indicated 14 to 16 more National notices in 2010 alone (the GTA will have 46 more by the end of 2013).
- This notice involved four locations and multiple sites. A notice can impact multiple locations at once.
- More GTA sites will be in the notices with impacts in 2011.
- CPC expects 75% of GTA sites sequenced by 2013.

# New Notices

- Already a new one for Gateway, concerning changes to USA bound mail.
- A new one for Kitchener/Victoria/Moncton, concerning various changes. (Kitchener is losing 85 jobs)
- Locations in a two hour window of a plant are subject to changes in Modern Post.
- PSAC Call Center closing.
- A new RSMC notice has been received.

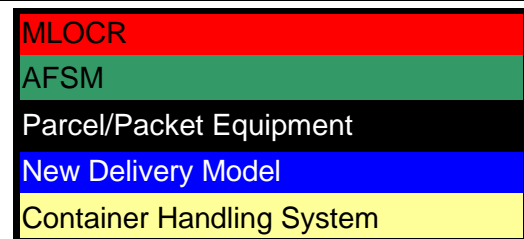
# LOCAL/NATIONAL CONSULTATIONS

- Some issues are Local, restructures, observers, staffing.
- In the Toronto MAPP (Scarborough Local and Toronto Local) it will get very complicated.
- Applications of Article 53 are National in scope in the Toronto MAPP.
- George Floresco, 3rd National Vice-President has been assigned to GTA 29.03(b) notices.

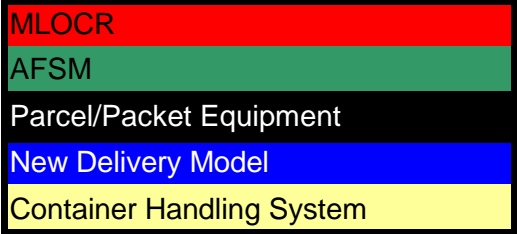
# National Equipment Deployment

- Current Plan
  - Changes occur so often, info is never up to date.
  - National information does not always match local information.
- The lists are by CPC plants, not by Locals

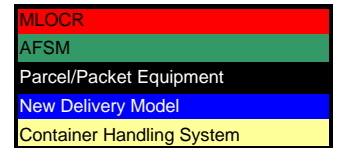
Site	2010				2011				2012				2013			
	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	
Ottawa								9								
								1								
Montreal		29														
							5									
Saint John					2											
St. John's							2									
Halifax			3													



Site	2010				2011				2012				2013		
	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3
Hamilton		8			2										
Toronto South Central		43													
		6													
Toronto Gateway										20					
London								1							
Windsor								3							
Thunder Bay								2							
										1					



Site	2010				2011				2012				2013		
	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3	Q-4	Q-1	Q-2	Q-3
Winnipeg	6				1										
	[Blue Bar]														
Saskatoon					2										
Edmonton						9									
						1			[Blue Bar]						
Regina				2											
Calgary									10						
									1						
Vancouver (TBD)															
Victoria (TBD)															



# Scarborough Restructure Schedule

Revised March 18, 2016

STATION	# OF MALES			JANUARY				FEBRUARY				MARCH					APRIL				MAY				JUNE					JULY				AUGUST				SEPTEMBER					OCTOBER				NOVEMBER				DECEMBER				
	PFT	P2T	Typ	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5						
Scarborough B	56																																																						
Scarborough LCD 11	183	4	HLC																																																				
Willowdale LCD 2	68	-																																																					
<b>Relocation of 1 Yonge To 600</b>																																																							
Adelaide- Plan A	41																																																						
Adelaide- Conveyance only	41	4																																																					
Toronto B-Conveyance only	42	1																																																					
Toronto LCD 1-Conveyance	24	1																																																					
Toronto LCD 2-Conveyance	33	4																																																					
Willowdale LCD 3 - Parkwood	84	1	HLC																																																				
Toronto R	23	8																																																					
Toronto O	35																																																						
Dan Mills	67																																																						
<b>Route Measurement department projects</b>																																																							

# - completion of relation prep phase  
# - blocking phase  
# - prep work prep.  
17  
# - assessment phase  
# - start of restructuring  
3 - PCSS set-off date  
A/1 - implementation date  
# - weeks with altd holidays  
TR - Transfer

With 1 Yonge and Toronto "R" added to Scarborough sites.

# BIDDING

- At this time normal Collective Agreement processes are being followed.
- MP/PT has come to Winnipeg, with unique solutions, new plants and stations at the same time.
- No decisions made on:
  - Bidding
  - 54's

# RSMC SEQUENCING

- A new Tech Change Notice has been provided to the National Union on April 9, 2010.
- Winnipeg RSMC's will have their mail sequenced, with significant jobs loss.
- When a Urban Station is sequenced, RSMC's will also or shortly thereafter be sequenced.
- Some Locations in the 2 Hour Window of a plant with "Code" issues will be delayed, like Stouffville and Orangeville.

# Scarborough Local loss's

- Letter Carriers 25%
- Mail Service Couriers 75%
- Clerks 75%

Local loses different than job loses

- Displacement
- Surplus (Article 53)
- Layoffs

# Modern Post – Changes to Work Methods



Mechanized Sequencing and Two Bundles of Mail

# USA Sequencing

- Introduced fifteen (15) years ago.
- 40% accuracy Rate.
- Currently at 85% (as high as 95% in some sites).
- Percentage changes by station, kinds of mail, demographics, and other factors.

# EUROPE

- European Union (EU) broke down barriers between countries.
- Companies with contracts crossing borders supply mail services.
- Some countries get two deliveries a day, government and private.
- Physical Mail or optical images can be sorted in any country.

# Adelaide

- MMC STATION
  - Already Delivers Parcels
  - Already does Pickups, SLB's and RPO's

- Current

FT GRP 2	PT GRP 2	FT GRP 1	PT GRP 1	TOTAL
56	4	18	7	85

- Projected

FTE GRP 2		FT GRP 1	PT GRP 1	TOTAL
44		18	7	69

- For now! May change

# Current Establishment

## PRESENT AUTHORIZED LETTER CARRIER ESTABLISHMENT / EFFECTIF ACTUEL AUTORISE

APOC / AOPC Supervisor Level / Niveau de surveillant							
R.L.C. / F.S.				F.T. / P.T. Routers / Achemineurs			
F.T. / P.T.	P.T. / T.P.	L.C. / Fact	P.T. L/C / Fact TP	Day / Jour	Night / Nuit	Day / Jour	Night / Nuit
6	1	41	4	0	0	0	0
Assistance to Supervisor / Assistance au surveillant							
C.L.A.M. / MCAE				Other / Autre		P.T. / T.P.	
F.T.	P.T.			F.T.	P.T.	Supervisor	MGT
0	0			2	0	0	0
(*) Assistance to Supervisor Serving P/T Route							

There are seven (7) Barchart Relief not captured on the 075

Total of 56 FT and 5 PT Group 2 positions.

# 1 Yonge

- Adelaide is one of four Stations/Units at 1 Yonge.
- The four Stations/Units will move in June 2010 to 600 Commissioners St.
- Then Adelaide will get it's mail sequenced in November 2010.

# Routes Lost

- The current Route Full Time Equivalent (FTE) of 43 will be reduced to a FTE of 33.
- A reduction in 3 RLC's immediately, and two more in the 2011 Barchart Review.
- These 33 FTE/routes will need between 50 – 60 Depot Carts.
- Larger equipment foot print, mono's will be rare.

# Depot Carts



C48 Cart



Depot Cart

# Modern Post – Changes to Work Methods



# DRS / RTS / FINAL SORT

- When a station is restructured and sequencing is introduced:
  - DRS Work will revert to the originating plant.
  - RTS Work will revert to the originating plant.
  - Final Sort will revert to the originating plant.
- Adelaide will have a reduction in the future also with the introduction of the “Easy Sort” Parcel system.
- Hamilton the Final Sort has already been returned to the Stoney Creek Plant

# “Easy Sort” Parcel System

- CPC is proposing that LCA will sort parcels to walks, currently a Group 1 job.
- Employees will be wearing a glove / ring with a built in scanner that will scan the parcel when you pass your hand over it.
- The extra equipment may increase LCA work.

# Site Dertermination

- Docks.
- A62 case / Two Waves
- 2 Floor operations
- Space (Depot Carts).
- 2 Hour Radius of a plant, including RSMC's properly coded.

Existing station equipment will change, mono's for parcels only, and they will become very rare.

# Facility Movement

- Physical Sites not altered may move.
- Stations with multiple FSA's maybe split.
- Stations / or parts of them will be moved across Locals and Regions.
- YDC Loops moving to Toronto will be complicated, current movement is inside the Local / Post Office.

# A62 Case / 2 Waves

- Key to Modern Post is the A62 case.
  - SCALA software
  - Magnetic / Electronic Case Strips
  - Two Carriers share a case!
  - Route 1a, Route 1b
  - Two Waves / Start Times
- ½ the cases, more room for depot carts!

# Modern Post – Changes to Work Methods



A62 – two letter carriers to share one case

# Early Starts?

- Cut off time in the plants will be 6:00 AM.
- Two hour delivery window to a depot, mail arrives at 7:00 – 8:00 AM
- First wave sorts and goes, followed by a second wave later in the AM or a PM /SLB/RPO/PICKUP route later in the day.

# Park & Loop

- Routes will be motorized using Ford Transit Connects.
- Routes will have meal on route.
- Public Transportation time will be lost



# Modern Post – Changes to Work Methods

## New Mail Handling Methods in Vehicle

Sequenced and manually sorted mail will be merged in the vehicle by the Letter Carrier



# H/H Collation Machine

- Reached only 50%
- Needs about 95% to be cost effective (unless you're an RSMC)
- The test in Vancouver now cancelled, looking for new machine, or a fix.
- Still an issue, as CPC wants to bundle 10 flyers, you merge in the vehicle and get an allowance for 1 flyer!

# H/H Allowance

- You get an allowance for House Holders, not a value.
- CPC is trying to convert as much work as possible to an allowance rather than a value.
- Collating Machine (another slide)
- Park & Loop model does not properly take into account House Holders

# Edit Book

- The Edit Book for Urban Employees and the RSMC's equivalent will drive the sequencing of the mail and impact the values of a route.
- The Edit Book will drive the sequence of the mail you receive in the bundles
- There is no new value for the Edit Book. CPC claims it replaces the 040 value.
- Edit book accuracy does not impact machine-ability of mail to a route.
- National has suggestions on verifying the 038 and the Edit book changes.

# Accuracy

- Generally CPC needs a successful rate of 80-85 % to sequence a location.
- Accuracy is based on the kind of incoming mail, and the ability of machines to read it optically or by VES operators.
- Accuracy effects percentage of sequenced mail, Line of Route and the Edit Book drive other areas.

# LCRMS CHANGES

- Decisions are expected shortly on several LCRMS changes.
  - Reading while walking
- New Chapter 16, using MSC Pickup values in Modern Post for LC's.
- Interim values will be used for some Modern Post changes, actual values can not be determined until actually implemented and studied.

# Estimated Restructures

- CPC wants to use data from the last restructure and adjust to the current CMVI(MVI).
- Introduce Modern Post and implement an estimated restructure with the sequencing, and perform a validation process after the fact.
- CPC was pretty fuzzy on the details.

# Modern Post Lite

- CPC has bought/rented a new site and will move the current Don Mills/Tor O from it's present site to a new site on Wynford Drive.
- At the same time they will move a Toronto Local station, Toronto R to the Scarborough Local site.
- At the same time YDC will be reduced by a Loop or two.

# YDC / Don Mills / Tor “O” / Tor “R”

- CPC is moving Parcels from the Hubs to Letter Carriers – eliminating most MSC jobs.
- Grp 2 – CPC has provided **MINIMAL** info.
- Grp 1 – CPC has provided **NO** info.

	LC FTE		YDC Parcel Hub
	Current	Future	MSC FTE
Don Mills / Toronto “O”	102	+ 3.5	- 11
Toronto R	29	+ 1	- 4.5
	<b>131</b>	<b>+ 4.5</b>	<b>- 15.5</b>

# YDC / Don Mills / Tor “O” / Tor “R”

- CPC’s numbers are based on FTE for existing routes.
- RLC’s, DRS and LCA’s are not included.
- Bar Chart added RLC’s not included, YDC has Lots!
- Reduction of 15.5 MSC’s to 4.5 LC’s is due to motorization of the routes MP/PT Lite!
- Real MSC reduction with RLC’s is about 21!

Don Mills

**PRESENT AUTHORIZED LETTER CARRIER ESTABLISHMENT / EFFECTIF ACTUEL AUTORISE**

APOC / AOPC Supervisor Level / Niveau de surveillant							
		4	3	2	1		
		1	0	0	7		
R.L.C. / F.S.				F.T. / P.T. Routers / Achemineurs		P.T. / T.P.	
F.T. / P.T.	P.T. / T.P.	L.C. / Fact	P.T. L/C / Fact TP	Day / Jour	Night / Nuit	Day / Jour	Night / Nuit
10	0	67	0	0	0	0	0
Assistance to Supervisor / Assistance au surveillant							
C.L.A.M. / MCAE				Other / Autre		P.T. / T.P.	
F.T.		P.T.		F.T.	P.T.	Supervisor	MGT
1		0		1	2	0	0
(*) Assistance to Supervisor Serving P/T Route							

Tor O

**PRESENT AUTHORIZED LETTER CARRIER ESTABLISHMENT / EFFECTIF ACTUEL AUTORISE**

APOC / AOPC Supervisor Level / Niveau de surveillant							
		4	3	2	1		
		0	0	0	0		
R.L.C. / F.S.				F.T. / P.T. Routers / Achemineurs		P.T. / T.P.	
F.T. / P.T.	P.T. / T.P.	L.C. / Fact	P.T. L/C / Fact TP	Day / Jour	Night / Nuit	Day / Jour	Night / Nuit
5	0	35	0	0	0	0	0
Assistance to Supervisor / Assistance au surveillant							
C.L.A.M. / MCAE				Other / Autre		P.T. / T.P.	
F.T.		P.T.		F.T.	P.T.	Supervisor	MGT
0		0		1	2	0	0
(*) Assistance to Supervisor Serving P/T Route							

Tor R

**PRESENT AUTHORIZED LETTER CARRIER ESTABLISHMENT / EFFECTIF ACTUEL AUTORISE**

APOC / AOPC Supervisor Level / Niveau de surveillant							
		4	3	2	1		
		1	0	0	2		
R.L.C. / F.S.				F.T. / P.T. Routers / Achemineurs		P.T. / T.P.	
F.T. / P.T.	P.T. / T.P.	L.C. / Fact	P.T. L/C / Fact TP	Day / Jour	Night / Nuit	Day / Jour	Night / Nuit
4	0	29	0	0	0	0	0
Assistance to Supervisor / Assistance au surveillant							
C.L.A.M. / MCAE				Other / Autre		P.T. / T.P.	
F.T.		P.T.		F.T.	P.T.	Supervisor	MGT
1		0		1	0	0	0
(*) Assistance to Supervisor Serving P/T Route							

# YDC / Don Mills / Tor “O” / Tor “R”

- Don Mills has a bilingual Retail Section, and Toronto R has a Retail Section and C&D employees.
- YDC has Parcel Support Clerks.
- CPC has provided no info on Group 1 impact.

## Prime Sequencing site

- Once CPC moves Don Mills/Tor O/Tor R and brings back the Parcels,
- It likely will be a prime site for sequencing

# EFM and the Y.D.C.

- A EFM machine not in use at SCLPP was moved to YDC.
- The EFM will replace a manual operation.
- National CUPW says this is Technological Change, National CPC does not agree.
- No impact on level of staff at the YDC.

# Willowdale B ?

- Locally CPC says Willowdale B is not going (now?) to the new Don Mills Mega Depot
- National CPC at January 2010 consultations hedged their bets.
- Things are in constant flux

# Scarborough Depot 11

- Not currently sold!
- Almost was!
- New TTC cuts from the Province.
- Lost 6000 minutes!
- 15 routes will be lost, plus relief and next year a Bar Chart reduction again.

# Scarborough D

- Lost 3000 minutes!
- 6 routes will be lost, plus a possible relief impact.

# NEW REGISTRATION SCANNERS

- New Registration Scanners will be introduced in 2011 in the Scarborough Local.
- Across 21 Depots in C&D, there will be a loss 36.89 hours PER DAY.
- Some are minimal by site, some are significant.

# Review of the Bargaining Units

- CPC went to the CIRB and objected to the “CUPW-RSMC” collective agreement status and Lost.
- CUPW has had prior unsuccessful discussions with CPAA on merging the Bargaining Units.
- CUPW has applied to the CIRB to merge the Urban Bargaining Unit, the RSMC Bargaining Unit and the CPAA Bargaining Unit.

# Review of the Bargaining Units

- A Regular Scarborough Local grievance is to be heard on May 4, 2010.
- Should “Maple” be converted from a “CPAA-RSMC” to a “CUPW” Office, based on it’s “Grade”
- Very complex issues. CPAA has standing in the arbitration.
- The Union will be arguing it should go formal.

# USA MODEL

- Average age of a USA Letter Carrier is 35.
- Average age of a Scarborough Local Letter Carrier is 47.4.
- Average USA Letter Carrier does not deal with Canadian conditions with snow & ice.

# Moya Model

- 1330 FT LC's including RLC's LCA's and DRS
- 440 hired since Jan 1, 2000 (what is a strike?)
- 242 are under age 40!
  
- 75% of temps are male
- Average temp is 40-50 years old

# Dates/Letters/References

- Jan 19, 2010 –Tech Change Notice – Sequencing
- Jan 22, 2010 – National Bulletin
- Jan 25, 2010 – National Letter
- Jan 28, 2010 – National Consultations
- Jan 28, 2010 – National Letter
- Feb 10, 2010 – National Letter
- Feb 19, 2010 – Local Letter
- Feb 25, 2010 – National Letter
- Mar 05, 2010 – National Letter
- Mar 22, 2010 –Tech Change Notice – Kitchener, Pacific & Atlantic
- Mar 30, 2010 – National Letter
- Apr 01, 2010 – Tech Change Notice – Rocky's Tubs (SO-95)
- Apr 08, 2010 –Tech Change Notice – Kitchener GLT / EL's
- Apr 09, 2010 – RSMC Tech Change Notice - Sequencing

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