

280 Progress Avenue
SCARBOROUGH, Ontario
M1P 2Z0
1980-09-09

MINUTES OF JOINT UNION-MANAGEMENT CONSULTATION MEETING BETWEEN
SCARBOROUGH LOCAL, C.U.P.W., AND MANAGEMENT, EAST L.P.P. HELD
AT 1:30 P.M., MONDAY, SEPTEMBER 8, 1980

* * * * *

Present were: B.W. Green P. Taylor
J.W. Mitchell R. Irwin
K.R. Loudon E. Redmann
N. Hunter B. Gosselin
L. Ricco P. Procenko ✓
R. Sloboda
J. Hancock

This Meeting is the third Consultation Meeting with the Union to discuss deployment of staff in relation to Article 39.07.

The Plant Manager emphasized that he will not discuss any matter pertaining to Article 39.07 with the employees concerned until consultation has been completed and implementation confirmed.

After discussion Management made the following proposals relative to staffing on No. 2 Shift.

It is proposed to advertise 25 full time PO Level 4, C.S.S. positions on No. 2 Shift Mechanization Section. It is further proposed to advertise 12 full time PO Level 4 positions in the Forward Manual Section. A total of 37 full time PO Level 4 positions.

Management's interpretation as per information received in telex messages originating from Labour Relations Headquarters on implementing Clause 39.07 is as follows:

25 F.T.PO Level 4 Positions, Mechanization Section

Part-time employees on No. 2 Shift in the mechanization section will be canvassed according to seniority, as to their willingness to accept full time employment.

If sufficient numbers do not apply on No. 2 Shift, part-timers on No. 3 Shift in the Mechanization section will be canvassed according to their seniority.

If there is still not sufficient interested employees for full time employment in the Mech. Section then the remaining vacancies will be open to all part-time employees in the Plant. The required number of these part-timers are then appointed to full time positions effective next day.

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12 F.T. PO Level 4 Positions, Forward Manual Section

The same procedure will apply as defined for the positions in the Mechanization Section.

All reclassified positions plus existing positions in the same class and section are then open immediately for bidding in accordance with Clause 13.07.

It is noted that the Union objected to the procedures proposed by Management for the implementation of Clause 39.07. It is the Union's contention that all part-time employees regardless of section on No. 2 Shift should have the opportunity to be canvassed as to their willingness to accept full-time employment. This procedure to be followed before canvassing part-time employees on No. 3 Shift.

Attached is Management's justification for the Peak Period 1800 to 2300 hours.

The question was raised by the Union relative to the timing of the street letter box collections. Management replied that there was no change contemplated in the existing street letter box scheduled clearances.

On the question of training, Management informed the meeting that there is a laid-down training procedure in regard to the Mechanization Section. We would not necessarily rigidly adhere to the requirements for training when it involves employees who have a number of years postal service. Each case would be considered on it's own merit.

On the question of the use of Casuals, Management informed the Union that only under extreme emergency situations will Casuals be brought in on No. 2 Shift. The approval for Casuals on this shift will be made by the Plant Manager. Emergency situations such as labour disruption, climatic conditions. Contact would be made with the Union prior to Casuals being brought in on No. 2 Shift and the Union would be advised of the reasons for the action being taken.

Insofar as Casuals being required on Shifts 1 and 3, every effort will and is being made to reduce the casual hours on these shifts. A study is underway relative to the requirement for casual help on No. 1 Shift on a near regular basis.

Other than No. 2 Shift, Management does not propose to inform the Union prior to Casuals being brought in.

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In regard to lunch and break periods the individual Shift Superintendents will discuss these matters with the Union Representatives.

Management informed the meeting that the schedule of hours for No. 3 Shift Part-time PO Level 4 will be -

Monday to Thursday	-	1800 to 2200 hours
and	-	1900 to 2300 hours
Friday	-	1800 to 2300 hours
Sunday	-	1230 to 1730 hours

Part-time PO Level 2 schedule of hours for No. 3 Shift will be -

Monday to Friday	-	1800 to 2200 hours
Sunday	-	1230 to 1730 hours

The Union objected to that part of the schedule identified as 1900 to 2300 hours.

After discussion Management agreed that the 1900 hour start would be changed to 1830 hours and will be subject to possible revision at a later date. On the question of the scheduled hours for Friday (1800 to 2300 hours) Management informed the Union that it is imperative that we schedule the hours of Part-time employees for five hours on Friday. Historically the volume of mail is heavier and the absentee rate is higher on this particular day of the week. On more than one occasion it has occurred that no part-time staff volunteered for overtime when it was called on a Friday resulting in the Plant not making it's service commitments for despatch and Saturday delivery of mail. The five hour tour of duty for Friday will help to reduce the number of part-time employees required to work a Sunday tour of duty.

No Part-time employees will be scheduled to work a Saturday tour of duty.

The question of the schedule of hours for part-timers on Sunday will be subject to review.

The allocation of staff for the Monday to Thursday tours of duty for part-time will be approximately half and half.

Management informed the Union that there is no requirement for Part-time Mail Handlers on a regular basis after 10:00 P.M.

Management stated that it is not their intent to have more people scheduled for week-end work than absolutely necessary hence the five hour tour of duty for Friday.

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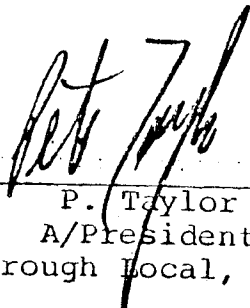
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Management informed the Meeting that the Part-time Mail Handler staff on No. 3 Shift is not pertinent to Article 39.07. Management will consider the possibility of reclassifying Part-time Mail Handler positions to Full-time and this will be the subject for a meeting at a later date.


If one or more Part-time employees are reclassified to Full-time on the same date, then the date of appointment as a Part-timer will be the deciding factor for seniority.

It was decided at the Meeting that there would be no further distribution to the Information Books of Minutes of Union-Management Consultation Meetings relative to Article 39.07 until all matters are settled and a firm commitment date is established.

Management will await comments from the National Director of the Union prior to any arrangements being made for a further Union-Management Meeting on Article 39.07



P. Taylor
A/President
Scarborough Local, C.U.P.W.



B.W. Green
Manager
East L.P.P.

0-298-66-1014

250 Progress Avenue
SCARBOROUGH, Ontario
M1P 2E0

May 27, 1982

INFORMATION ITEM NO. 80

THE PART TIME CITY STAFF
W. S. GIBBS, F.L.S.P.

Effective Monday May 30, 1982, and until further notice, the scheduled staff for Part Time Employees, W. S. Gibbs, City of Scarborough, will be on leave for the duration of the entire work week.

R. Moon
General Secretary
W. S. Gibbs, F.L.S.P.

0-298-66 1014

280 PROGRESS AVENUE
SCARBOROUGH, ONTARIO
M1P 2Z0

FEBRUARY 23, 1983

INFORMATION ITEM NO. 538

ALL PART TIME CITY CLERKS, # 3 SHIFT

EFFECTIVE SUNDAY 27TH FEBRUARY, 1983, ALL HOURS OF WORK FOR
PART-TIME CITY CLERKS WILL BE AS FOLLOWS.

MONDAY - THURSDAY (INCLUSIVE)

18:00 HOURS TO 22:00 HOURS

FRIDAY

18:00 HOURS TO 23:00 HOURS

SUNDAY

11:30 HOURS TO 16:30 HOURS

A. FIREBRACE
GENERAL SUPERVISOR
3 SHIFT, E.L.P.P.