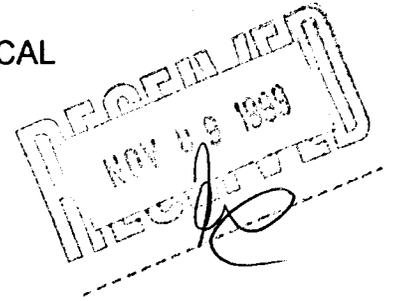


CPC – CUPW CONSULTATION
RE: CHRISTMAS 1999
TORONTO LOCAL & SCARBOROUGH LOCAL
145 The West Mall
November 4, 1999



In attendance:

D. Cater
J. Clayton
B. Pricop
L. Wilkinson
A. Yam

B. Collins
G. Degg
M. Duquette
D. Ellis
J. Leader
J. Marsh
W. Nash
S. Smith

CPC: Christmas period declared November 15, 1999 to January 15, 2000.

CPC: Consultation not inclusive of East and West transportation. They will arrange own meeting.

GROUP 1

CPC: - Offering extensions up to 40 hours for part time group one as per Art. 39.04
- Day shift brought in early – scheduled and canvassed
- Will allow decline

CUPW: If able to work 3 of 5 days, will still be eligible?

CPC: Yes

CUPW: May take position that hours count against 26 week

CPC: May call Xmas casuals – depend on volumes

CUPW: Full time will be offered Overtime?

CPC: Yes, hours driven by volume

CUPW: Give employees option before/after shift
Hiring new people?

CPC: Using casual list, existing list will be exhausted first.

CUPW: Art 44.02

CPC: That is what we intend to do

CUPW: Currently hiring

CPC: Yes

CUPW: Any changes to trucking schedules

CPC: Don't know- being reviewed. Site specific issue

CUPW: Could be substantial increase in admail for year 2000. Immediate consultation should take place.

CPC: Always available for consultation

CUPW: How is offer made under Art. 44 as employees on same list – group 1 vs. group 2

CUPW: How differentiate between Xmas and regular temp

CPC: Will have exhausted current temp list
Utilize unassigned temp before hire off street

CPC: Alteration of shift for December 24th and 31st

CUPW: What about retail – close at 4 p.m.?

CPC: Will review with retail, understand current practice in place

CPC: Will provide schedule. May not impact all employees

CUPW: What about relief staff – how is it being offered?

CPC: Offered what is on site

CUPW: Never had Xmas period declared. Separate system on Xmas casuals.

CPC: Position re: temp hours for Xmas casuals will not be used against 480 hours

CPC: Will ensure consultation offered for any transportation changes re: Xmas operation

GROUP 2

- CPC: Alteration of shift on 24th and 31st - site by site specific, will provide schedules
- CUPW: Should be voluntary
- CUPW: Commitment on harassment of Letter Carriers.
- CPC: Justification of overtime is not harassment, we understand volumes change
- CPC: December 13 – 23 alteration of shift up to one hour. Will provide schedule by November 30, 1999
- CUPW: Position is should be voluntary
It is as a result of Art. 48.06 you agreed – thus should be overtime basis
Expect payment on overtime basis
- CPC: Will adjust schedules as per Art. 14
- CUPW: Asking you to abide by the collective agreement
- CUPW: In event of major snowstorm or very high mail volumes, what is your position on order backs?
- CUPW: Apply 17.04(iv)
- CPC: Will put out information notice
- CUPW: Part time MSC's – how will you do that – offer training?
- CPC: Will utilize trained MSC's under Art.17
- CUPW: What about term to perm MSC's from CRC?
- CPC: Will review feasibility of training in near future
- CUPW: Art 18.05 rest day moved – Our position is pay all full time indeterminate employees an additional 24 hours and scheduled hours for part time
- CPC: Will look at national position on this and review
- CUPW: Rotation day overtime
- CPC: We are looking at LCA function- two Sunday prior to 24th (Dec 12 & 19)
May also have for group one (final sort)

CUPW: Using rotation day list

CPC: Yes

CUPW: No overtime lists for final sort, what would you use – list has not been created.
May have problems.

CUPW: Position – Art. 15.14 is maximum 2 hours – only order Full time

CUPW: Letter carrier for rotation day
Overtime on a voluntary basis, the Corporation should be bringing in L/C's on
Saturdays at appropriate rates

CRC

CPC: Similar to last year - 24th and 31st
Change afternoon schedule
Move rotation day and work Sunday
Canvass day and afternoon for Sunday
Shift or 24th and 31st day shift except for 31st would be 28th
Voluntary rotation day change

CUPW: What about people working on pilot, eligible for rotation day overtime?

CPC: Yes

CPC: Some extra temps by Christmas

CUPW: Where utilize temps

CPC: On afternoons

CUPW: Carriers can come in??
Have to do the unit
Have to apply Art. 17.04(iv)

CPC: Will review feasibility

CUPW: Metro C & D post office includes retail

CPC: Will offer within 4 walls

Minutes taken by D. Cater