

# PERSPECTIVE MAGAZINE



## MEMBERS SUPPORTING MEMBERS

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OUR GROWING SOCIAL  
STEWARDS NETWORK  
PAGE 24

## THE ROSE

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CUPW WOMEN  
TAKING ACTION  
PAGE 26

## A NEW FRONTIER IN ORGANIZING

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FOODSTERS RISE  
WITH GIG WORKERS  
WORLDWIDE  
PAGE 21



## Financial inclusion, expanded services and a better postal system for First Nations and the North

It's time to learn about and meet the needs of Indigenous communities. We can improve services and create new ones—like postal banking or a restored and improved Food Mail program—that will promote inclusion, equity, employment, and access.



A Canada Post for everyone!

# Table of Contents

Welcome to the new Perspective!	3
Meet your 2019-2023 Board	4
Decisions made at the National Convention	11
Negotiations	14
Beyond the Postal Service	16
An Election. A Minority Government. Now What?	18
The Future is Now	19
Justice for Foodora Couriers	21
The Social Stewards Network	24
Five Sisters - Making a Difference in the Political Arena	26

# WE WANT TO HEAR FROM YOU!

Perspective is your national newspaper, with a mission to connect, inform, and mobilize members.

## Communication is a two-way street!

We want to hear your stories and concerns – what do you have to say to the rest of the CUPW membership? You can submit your letters to the editor, opinion pieces, feature ideas and other thoughts to [feedback@cupw-sttp.org](mailto:feedback@cupw-sttp.org) or to CUPW Perspective, 377 Bank Street, Ottawa ON, K2P 1Y3.

## CUPW PERSPECTIVE

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## LETTERS POLICY

CUPW Perspective welcomes letters to the editor. We will print any letters from a CUPW member provided it:

- is 400 words or less. Union members may submit longer items for consideration as commentary pieces.
- does not violate CUPW policy opposing discrimination and harassment against women, people of colour, First Nations, Inuit, and Métis people, lesbians, gays, bisexual and transgender individuals, people with different abilities, and/or CUPW policies and principles.
- is typed or written neatly.

- includes the author's name, address, local and a phone number where they can be reached if there are problems.

Perspective will withhold the author's name if necessary. Otherwise, the author's name and local will appear.

Perspective will contact authors if there are problems with their letters.

We accept letters by mail, fax and electronic mail.

## ENVIRONMENTAL PRODUCTION



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# Welcome to the new *Perspective!*

Unlike recent editions – where the bulk of the content was the trustee's reports – this new format will feature much more content so members stay up to date on all that's happening in the Union, with our campaigns and numerous committees, and so much more! However, the trustee's reports will still be there, but more emphasis will be placed on this new format, which consolidates national publications such as; the *Stewards' Action Bulletin*, *Our Health Our Safety*, and *the Rose*. We've rebranded and formatted the *Perspective* similar to a magazine layout, with a thorough summary of member issues, decisions, and campaigns.

The national office has a lot of information to share with the country. Our hope is that *Perspective* will be your source of comprehensive information not only about what's going on in CUPW, including at the national office, but also in workplaces and communities throughout the country, and in the labour movement here and abroad. Regions and Locals are encouraged to provide us with content so we can share it with the rest of the country. The possibilities are endless and we will work with the membership to make sure *Perspective* provides you with the information. This issue, will cover federal election results, introduce our 2019-2023 executive board, update you on negotiations, highlight major campaigns, and recap the major decisions made at the national convention. We hope you enjoy this new and improved *Perspective*.

In Solidarity,

Jan Simpson

# Meet your 2019-2023 Board

## National Executive Committee



### Jan Simpson

National President | Scarborough Local

Let me take the time to thank you for your support and dedication.

We have faced many struggles and we will face many more, but if we fight them together, we will be successful. We need to come together not only within CUPW, but also with our allies in the labour movement and our communities as we fight for social justice and equality.

Our union is capable of so much and we've set some important goals for this mandate. To support our negotiations by continuing to let the government know that we are not done fighting. That we are still expecting negotiated contracts and will fight for the right to free collective bargaining. We are through with income inequalities, every worker that we represent should get the compensation and safe working conditions that they deserve.

We will continue to promote our vision for the post office of the future – one that protects the environment, better serves our customers and communities, and creates more jobs.

Our strength lies with you, and it is with a mobilized and engaged membership, in particular the young workers, that we can achieve our goals. United.

### Julee Sanderson

1<sup>st</sup> National Vice-President | Saskatoon Local

One of my biggest objectives this mandate is to increase our participation in the broader social justice movement, in particular the work we should be doing to counter the effects of climate change. We've got a great campaign with *Delivering Community Power* but we need to continue to get buy-in from the public and eventually, the government.

It is important that we work in collaboration with the national directors and the regions to mobilize our membership and find ways to best support and implement our strategies. The more the membership is engaged, the easier it will be for us to promote our campaigns and issues and build relationships with allies.

Finally, as a first-time member of the national office, I'd like to thank the membership for trusting me to push through our priorities and build a stronger, more unified union.





## Bev Collins

National Secretary-Treasurer | Ottawa Local

It's been a privilege to serve the membership over the last four years, and I will continue to improve the administration and financial affairs of our union during this next mandate.

We are much stronger when we work together, and throughout this mandate I will continue to assist the local secretary-treasurers, as well as any local that needs guidance or assistance in matters relating to union dues, rebates, membership records, financial administration and local by-laws. I will also support equity seeking groups, ensuring a gender/equity lens is used when selecting delegations or making appointments.

We've received tremendous public support for our *Delivering Community Power* campaign, and we must translate that support into success. It's time for Canada Post to expand services, tackle climate change, and protect and create decent jobs for the future generation of postal workers.

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## Carl Girouard

National Grievance Officer | Outaouais-Quebecois Local

Postal workers are facing major challenges like never before. The threat posed by new technologies adds to the employer's demands for concessions. Our members are constantly being asked to do more for less. We must remain united, fight individualism, and resist the employer's attempts to isolate us. By working hard and with integrity, we will achieve a better future. The struggle continues...



## Dave Bleakney

2<sup>nd</sup> National Vice-President | Winnipeg Local

I am a strong believer that unions do so much more than simply negotiate wages. During this next mandate, I will continue to work hard to improve the daily lives of our members and the communities in which we live and work, starting with growing our union education courses. Education is how we build the union; it is how we train and educate new activists. Our courses go beyond the workplace, offering courses on globalization, human rights, climate change, and help our members become leaders not only within the union, but within their communities as well.

We must continue to promote the idea in *Delivering Community Power*. Our planet is on fire and we have a narrow window to fix it. We must stand up to governments and corporations who continue to put our lives at risk.

## Jean-Philippe Grenier

3<sup>rd</sup> National Vice-President | Outaouais-Quebecois Local

It is with great pride that I embark on my first term as 3<sup>rd</sup> National Vice-President of CUPW. After working for several years as coordinator for the *Save Canada Post* and *Delivering Community Power* campaigns, I really want to see various aspects of our campaigns come to fruition in this term, such as the electrification of Canada Post's fleet of vehicles and the creation of a postal bank.

In light of the success of the Foodora couriers' organizing campaign in Toronto and Mississauga, CUPW must make every effort to help organize gig economy workers.

We also need to put pressure on the government to ensure all legislative measures benefit workers.

Finally, we also need to pay attention to the fourth industrial revolution to ensure our jobs and working conditions do not suffer. This revolution cannot happen on the backs of workers.



## Martin Champagne

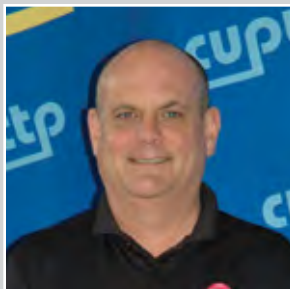
4<sup>th</sup> National Vice-President | Montreal Local

Together, our members and our new leadership will face many challenges. As always, we will meet those challenges with passion and strength of conviction. Now that an agreement has been reached with Canada Post on accessing route information for both bargaining units, we are in a better position to enforce our collective agreements. Also, with Arbitrator Flynn's decision and the newly-negotiated appendix on workload, we can ensure RSMCs have an equitable workload.





# National Directors



## Jeff Callaghan

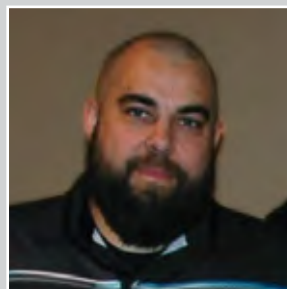
National Director, Atlantic Region | Nova Local

Employers have kept the union tied up in endless consultations and negotiations which have been less than fruitful for the union or the membership. This, combined with their efforts to stall and delay grievance procedures and segregating workers, has left important issues unresolved for far too long, and has led to an often discouraged and disheartened membership. Our priority as the new NEB must be to increase our efforts to mobilize and revitalize a militant membership so that we can challenge these employers head-on. We will do that by increasing our member education, working more effectively with affiliates and allies, and by leading by example. I believe this NEB has the courage, diversity, and fortitude to make all that happen.

## François Senneville

National Director, Quebec Region | Quebec Local

I believe the Regional Office should get closer to the locals, so I am developing a plan for getting Regional Office members out in the field more often and increasing contact with members. Improving the outdated systems and procedures that union representatives at all levels have to work with on a daily basis is important in my work as a member of the NEB.



## Nancy Beauchamp

National Director, Metro-Montreal | Montreal Local

It is with great pride that I begin my first term as National Director for the Metro-Montreal Region. I am the first woman to occupy this leadership position in my region, and it is also the first time that an RSMC member has been elected to the National Executive Board.

The principle of equity that unions have been fighting for is paying off. This shows just how inclusive CUPW has become. Human beings must be at the heart of all our concerns, decisions, and policies. During this term, we need to implement different tactics and get back to basics, to ensure that our members are respected as human beings and go home after a day of work as physically and mentally healthy as when they arrived.

## Mark Evard

National Director, Central Region | North Bay Local

The Central Region, over this mandate, will make efforts to provide education seminars geared towards getting newer members active in their locals with courses that are more basic. We currently have two locals in trusteeship, meaning they cannot form a local executive, and we would like to have every local represented by local members before the end of this mandate.

Given the democratic nature of CUPW electing all of our representatives from the work floor, we need to provide the training and support so that members feel comfortable in running for elected positions locally, regionally, and nationally. We have many dedicated activists in the field and we need to identify them and encourage them to lead so that we can protect this democratic nature, which is the envy of many labour unions.

Together, we must prepare for the future, so that the struggles that will inevitably be presented to postal workers and Canadians, will be met by a new generation of activists.



## Mark Platt

National Director, Ontario Region | Hamilton Local

I would like to congratulate the members of the new National Executive Board on their recent election. I especially want to congratulate Sister Jan Simpson. I am looking forward to working with the Board to get a new collective agreement for the Urban and RSMC bargaining units.

I am hoping we repair the wounds of the bruising political battles that manifested themselves at convention. We must heed the words of Brother Palecek and treat each other better. We need to engage our membership and re-establish mutual respect within our ranks. We must direct our efforts towards fighting management instead of each other. We must get results for the membership and be wary of those who just talk. Without solidarity, we cannot successfully carry out any of our campaigns. Lastly, we have to prepare a strategy for the second wave of technological change currently under way.

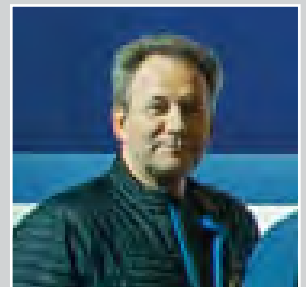
## Walter Woloschuk

National Director, Metro-Toronto | Toronto Local

As the board member for the Metro-Toronto region, one of my main goals this mandate is to find solutions to eliminate the backlog of grievances that plague my region. Parcel volumes continue to rise and we must find a way for the mail to keep moving while keeping our workers safe.

It is an especially important time for solidarity among our membership and I would like to see a reduction of worker on worker conflicts. Through various educationals and seminars, members are gaining valuable leadership skills – skills that need to be applied on the work floor, not only in boardroom settings.

As a first-time board member on the National Executive Board, I look forward to working with my colleagues to strengthen and support this union.





## Lana Smidt

National Director, Prairie Region | Winnipeg Local

Solidarity is the foundation of our power. In order to accomplish any of our goals this mandate, we need to come together and remember that we are not in opposition with each other. We need to build a foundation of trust and respect among one another.

With parcel volumes increasing and routes growing longer, one of the biggest issues we need to solve this mandate is to properly build and structure routes to the new realities facing letter carriers.

This mandate, I would also like to see expanded services, job creation and a focus on the health and wellbeing of the membership. We need more work-life balance and we need healthy bodies and mind to enjoy life outside of work.

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## Coleen Jones

National Director Pacific Region | Fraser Valley West Local

My vision for the Pacific Region over this mandate is to work to create secondary leadership throughout the region. We need to empower our locals! If we want to fight back against CPC, we need to be ready to challenge management at every level on every work floor, from a post office of three to a shift of 1,000. The Union needs to improve on our communications with our membership. I want to reinstate the regional paper, and have at least one person from the regional office visit every local at least once a year. Face to face communications are the most effective way to communicate with each other and we need to do it more often. I look forward to the next four years, working with all the locals and members in the Pacific Region. Together we can achieve great things!









# Summary of the decisions made at the last National Convention

## National Constitution

### Convention Proceedings

- In the future, at least 70% of the time allotted for Convention, excluding the day of elections, will be exclusively devoted to debate and voting on resolutions.

### Regional Work Measurement Committee

- Each Region will have a Regional Work Measurement Committee consisting of four (4) elected members plus the two (2) Regional members elected to the National Work Measurement Committee. These four (4) members will be elected at Pre-Convention Regional Conferences. These members will meet twice a mandate and receive appropriate training. A Local utilizing the services of these trained committee members will be responsible for all associated costs.

### Finances

- Section 7.20 (Defence Fund), which addresses the situation where at the end of a fiscal year, there is a deficit in the General Fund, was renewed by changing the date from 2019 to 2023.
- As of July 1<sup>st</sup>, 2020, the daily meal allowances outlined in section 7.42 will increase to \$18.00 for breakfast, \$20.00 for lunch, and \$34.00 for dinner.
- The daily per diem for delegation participants will be based on the economic situation of the destination country.
- A member who serves on a negotiating committee on a full-time basis or who is working for the Union on a temporary basis for a period of more than three months will receive the same salary and benefits as a union representative.

- Where necessary, the Union will rent an apartment for each member of a negotiating committee and for members who are working for the Union on a temporary basis for a period of more than three months. The Union will pay them a per diem allowance representing fifty percent (50%) of the allowances in section 7.42.

### Appointed Positions

- At the start of all new mandates, appointed positions will be advertised to the entire membership so that all members have an opportunity to apply. Individuals will be selected in accordance with the process determined by the National Executive Board (NEB).

### Negotiations

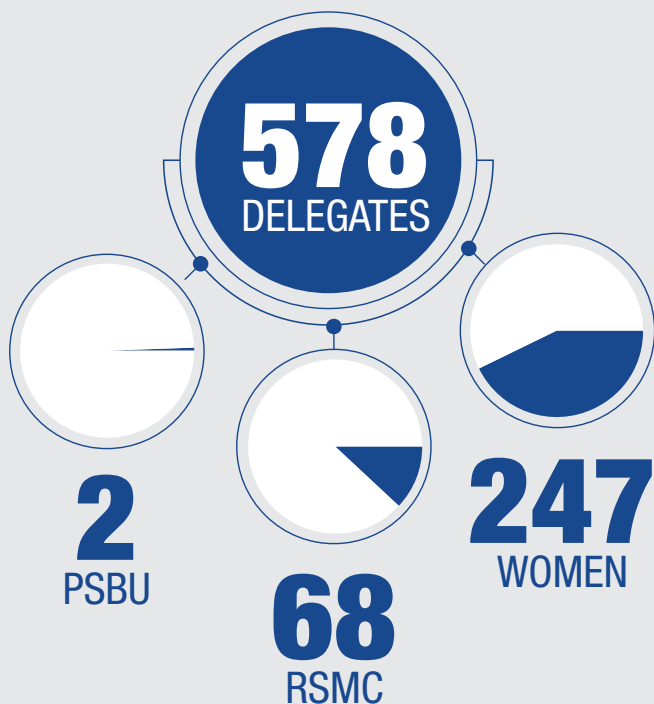
- Sections 6.04 to 6.21 and 7.48 to 7.51 now apply to the Rural and Suburban Mail Carriers (RSMC) unit.

### Conferences

- A social stewards' conference will be organized in each region every four (4) years and the funds needed to hold these meetings will be paid out of the Union's General Fund.
- There will be a National Private Sector conference with one member selected from each bargaining unit twice per mandate. The National Union will compensate members attending the conference for their full wages.

# Delegates

A total of 578 delegates took part in the last National Convention, including 247 women, 68 RSMC members and two members from private sector bargaining units.



## Equality and Equity

- The 2<sup>nd</sup> National Vice-President will work to ensure equality for women and equity groups in the workplace and within the Union.
- The name of one of the working groups within the National Human Rights Committee is being changed to lesbians, gays, bisexual, transgender and queer (LGBTQ).

## National Women's Committee

- We have a process to ensure a sister chairs the elections at the pre-convention conference.

## NATIONAL POLICIES AND GENERAL RESOLUTIONS

### A – The Struggle of CUPW against the Employer

- CUPW will take all necessary steps to contract in Combined Urban Services (CUS) work into our urban collective agreement.
- The Union will promote the use of equal opportunity apprenticeships to fill vacancies in Groups 3 and 4.

### B - The Orientation of CUPW within the Labour Movement

- CUPW will take an active role in achieving an increase to a \$15.00 per hour minimum wage in provinces that have not yet reached that threshold.
- CUPW, in conjunction with the Canadian Labour Congress and the FTQ, will develop a suite of short courses suitable for presentation in the context of a joint Labour Council-CUPW Educational. One such course will be designed as an introduction to Unionism for allies and those workers who are not at the moment members of a Union.

### C- CUPW and Legislation

- CUPW will work to negotiate future collective agreements that include provisions to prevent, and protect our members from psychological harassment.
- CUPW will negotiate paid leave at the bargaining table for all victims of domestic violence.

- CUPW will advocate towards ensuring that June 21 becomes a statutory holiday across the country.
- CUPW will continue to lobby the various levels of government with a view to establishing postal banking.
- CUPW will lobby the authorities responsible for public roads to ensure road users are required to provide a safety corridor for CUPW members.
- CUPW will work with Aboriginal/First Nations representatives to demand that the Provincial and Territorial Governments of Canada adopt and create policies and practices that honour “The Truth and Reconciliation Commission of Canada: Calls to Action” and recognize the Federal Government of Canada’s statutory holiday as a National Day for Truth and Reconciliation.
- The Union will develop a program of action to educate the membership, the public and elected officials about the realities, the real purpose and the adverse effects of so-called right-to-work laws.
- CUPW will lobby and advocate for free universal pharmacare, dental, paramedical and all other medical needs for Canadians.
- CUPW will advocate towards improving staffing levels in long-term care facilities.

## D – CUPW and Social Issues

- All full-time officers of CUPW and members of local executives at all levels will take mandatory training in order to recognize bullying and harassment, and ways to prevent it.
- The Union will support the struggle for a national child and elder care program.

## E – General

- When the Union puts out a call for applications for union events or trips, it will do so in a timely manner, giving the Locals time to distribute the material to its membership.

## F – CUPW and the Environment

- The Union will no longer opt for a mass printing and distribution of the draft agreement to all members.
- The Union will endeavour to influence our own government into abiding by the treaties it has put in place on reducing the impact of climate change and our carbon footprint.
- Where possible, CUPW will convert to hybrid or electric vehicles.





# Negotiations

## How we got here and the road ahead

Collective bargaining with Canada Post Corporation is never an easy endeavour, but when

**we began the latest round of negotiations for our two biggest bargaining units, Urban Operations and Rural and Suburban Mail Carriers at the end of 2017, we hoped the path to new agreements would be less strenuous than it was during the Harper-era.**

We set ourselves up to be successful. We outlined our major issues early on so the Corporation knew that we would be bargaining for our health and safety, proper full-time staffing, work/life balance, fair compensation, expanded services, equality for women workers, and addressing the wrong done onto us in 2012.

A mediator was brought in before formal negotiations began, at CUPW's request, to help facilitate discussions and find common ground.

Soon after mediation began in January 2018, the federal government finally made public its vision for a renewed Canada Post, which included an end to services cuts and urged the Corporation to seriously explore new service options.

This was our chance. The government was asking Canada Post to expand the scope of the post office and we knew it could be done through collective bargaining. But as always, the Corporation refused to negotiate in good faith, the Liberal government failed to be the worker-friendly government it championed itself to be, and two years later, postal workers remain without new collective agreements.

### What Happened?

We all know the big storyline: CUPW held rotating strikes for five weeks, the Corporation manufactured a backlog crisis, and the government broke the law and forced our members back to work. Not only were we forced to go back to work without solving our issues, the government thrust us into an arbitration process that we didn't deserve and seems to be never ending.

So why is it taking so long? A lot of it comes down to scheduling. It's not always easy to find dates to accommodate the arbitrator, both counsels and witnesses. But it's also important to present the strongest case possible and that is exactly what our negotiators are doing. Members will have to live with the changes to their collective agreements for many years and it is important for CUPW negotiators to thoroughly present all our evidence. They have interviewed countless witnesses and produced pages and pages of evidence to ensure the arbitrator is equipped with all the facts.

We know you're frustrated. We're frustrated too. We all would have preferred negotiated agreements through free collective bargaining. It is our right and we continue to ask Canada Post to meet us at the bargaining table as our negotiators truly believe they can come to an agreement.



## Some Good News

Prior to the strike and back-to-work legislation, in the later months of 2018, CUPW and Canada Post negotiators had come to, or were very close to, an agreement on a few items. Regardless of the ongoing arbitration, CUPW and Canada Post agreed, in June 2019, to implement these changes.

Almost all members who work at Canada Post will be touched by some of these changes:

### Group 1

- Future retirees dental and life insurance
- Diversity and employment equity committee
- Test: Temps called in based on pre-determined availability

### Tech Services

- Future retirees dental and life insurance
- Diversity and employment equity committee
- Appendix A change (see bulletin #090 dated November 13, 2019)
- Groups 3 and 4 committee

### Group 2

- Future retirees dental and life insurance
- Collation of Neighbourhood Mail
- Diversity and employment equity committee
- Studying the mail mix (Appendix AA project)
- Full access to information regarding restructures
- New delivery model (Appendix AA project)

### RSMC

- Future retirees dental and life insurance
- Restructure bidding change
- Restructure consultation
- Work content committee
- Diversity and employment equity committee
- Access to Information regarding RSMC routes

Negotiations bulletins 71, 82, 84, 85 and 90 deal with some of the details of these changes, and Canada Post will have informed you of some of the things that affect you.

We know this isn't enough, but it is the beginning and we will continue to fight for workers. We need new contracts. We need better health and safety measures. We need to be fairly compensated for the work we do. We need the Corporation to stop relying on overtime to meet delivery times. We need a government that will invest in the future of Canada Post and the future of its workers.





# Beyond the Postal Service

## A look at what's up in our private sector bargaining units



**Most CUPW members have Canada Post as a direct employer. But CUPW also represents other workers, most of them couriers, and together we work to protect, support, and expand worker rights.**

CUPW has a rich history of organizing external workers, but we still get asked why. Truth be told, external organizing is also about all postal workers. When Canada Post contracts out work, as it does through Combined Urban Services, it pushes everyone's wages and benefits down by giving away postal work to the lowest bidder. This undermines our bargaining power and also treats workers as disposable.

Meanwhile, same-day and courier employers and other logistics companies misclassify and exploit workers by treating them as independent contractors, denying them things like CPP/QPP, workers' compensation and EI.

Organizing in the courier sector as well as other sectors is a no-brainer: We're helping workers gain the wages and conditions we all deserve, while standing up for their legal rights.

## TForce Final Mile

TForce Final Mile is a same-day and overnight courier company. Over the last two years, CUPW has ratified collective agreements for couriers and other employees in Winnipeg, Saskatoon, Red Deer, Kelowna, Victoria, Prince George, Kamloops and Nanaimo. We've negotiated increased wages, leave entitlements, and uniform allowances, among other things. Talks are ongoing for the Ottawa unit and we are confident that we'll make real gains for those workers as well.

## CUPE 1281

We are currently negotiating a first collective agreement for CUPE 1281 staff who joined CUPW in 2018. These workers provide union representation and administrative support for more than 40 bargaining units – primarily with student unions but also with the Canadian Media Guild.

## Medical Carriers Ltd

Medical Carriers Limited workers joined CUPW in January 2018. They now have their first collective agreement, an arbitrated settlement that the members ratified in spring of 2019.

## Pro-Ex

In 2018, we negotiated a second collective agreement with gains for Pro-Ex workers. Pro-Ex is a CUS contractor in the Atlantic provinces.

We'll keep you informed the best we can on the negotiations underway, and how to support each other. It's all about building our collective power, and solidarity is a two-way street.

Together we can win better conditions for all post and logistics workers. Postal unions worldwide are working to increase union density and improve the standards for workers in our industry.

Organizing is not easy but it's our way to build power and to show employers, including Canada Post, that we won't allow them to deny us our rights and fair conditions by putting workers in competition with each other. The more we stand together, the more we can gain for all of us.

## Nor-Pel

Nor-Pel is another CUS contractor. We represent Nor-Pel workers in three locations in Nova Scotia and New Brunswick. In 2018, it took a two-day strike by the workers to bring the employer to the bargaining table. The new collective agreement was ratified late that year.

We also represent Nor-Pel workers in Thunder Bay, where Canada Post has since awarded the CUS contract to another company. CUPW is pursuing the matter.

## Eazy Express

Eazy Express is a CUS operator in Burlington, Ontario. It will soon be time to begin negotiations for their next collective agreement.

## Bee-Clean

We represent Bee-Clean employees who clean in several postal facilities, and organized in the ones on St. John's NL just last year.

**Emergency Care (EMC) Inc.** Nova Scotia Medical Communications (NSMC) local, whose members are emergency medical services dispatchers in Halifax

and P.E.I., is currently in a process of conciliation with the employer.

**Medacom Atlantic** These workers are members of the Charlottetown Local. Their collective agreement expires on March 31, 2022.

# An Election. A Minority Government. Now What?

## A minority government workers can leverage

On October 21, 2019, after a contentious election campaign, marred by scandal and uncertainty, Canadians and

Quebecers chose to give Prime Minister Trudeau and his Liberal Party another chance. While the Prime Minister managed to hold on to power, that power is now more restricted as he has lost his majority, and he will be forced to work with other parties in order to get things done.

With the Conservatives winning 121 seats, the balance of power lies with the other parties and Mr. Trudeau will need to cooperate with the NDP, the Bloc Québécois and the Green Party, in order to pass legislation. What does that mean for the labour movement and for postal workers? Now is the time to push our agenda!

### Our Campaign Issues

Our 2019 campaign was different and somewhat more complicated than in previous years. We weren't facing the same job loss or threats of privatization as we had during the Harper-era. We instead focused on issues that were far bigger than the post office and make Canada Post a leader in building a sustainable society:

- Greening the postal service by converting the vehicle fleet to electric, retrofitting post offices, and installing electric charging stations at post offices;
- Expanded services like postal banking and senior check-ins, to better serve communities, especially rural and First Nation communities;
- Preserving door-to-door delivery; and
- Upholding free and fair collective bargaining.

Our issues resonated with many candidates, and with the electorate. The parties who committed to our vision during the campaign, are the same parties that are in a good position to influence this minority government.

### Building and Keeping Momentum

Majority governments legislated postal workers back to work in 2011 and 2018. Postal workers are still dealing with the aftermath of being legislated back to work in November 2018. They have now worked through two holiday seasons under the old collective agreements that created the injury crisis at Canada Post. We can expect the new Liberal minority government to be held in check regarding collective bargaining rights, given they must work with the parties that voted against back-to-work legislation in 2018.

We built momentum during the campaign, getting parties to buy-in and commit to our vision for a 21<sup>st</sup> century post office. We cannot let this momentum die. We are working on presenting our vision for Canada Post to this government and our new Minister, finding opportunities for service expansion, environmental initiatives, and to regain our fundamental bargaining rights.

We encourage members to stay on the issues, and get involved! Now is not the time to disengage. Your political power does not begin and end with voting. We need to put pressure on the newly-elected MPs, especially those who committed to our vision on the campaign trail, to follow-through on their promises. Together, we can change our future.







# The Future is Now

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**For many years, CUPW has fought to protect the postal service from privatization to keep good, unionized jobs and quality service for Canadians. But we are no longer satisfied with simply protecting the status quo. We know the post office can and needs to offer so much more and we are pushing for expansion and improvements. Canadians are not only listening – they are buying into our ideas.**

Magali Giroux can't help but feel optimistic when she thinks about the future of the post office.

Over the last four years, she has visited almost every community in Quebec, multiple times. She has spoken to residents and met with politicians from all levels of government with one goal in mind: promote expanded services at the post office.

"Four years ago, when I started talking to people about service expansion, the response was always the same 'how much will this cost'," she says. "Today, these same people are coming up to me asking for postal banking and for electric vehicles. It's been incredible to see the shift in thinking."

## A Vision Canadians can Support

A lot has changed since Giroux, along with a group of other CUPW members, were first hired as coordinators to promote postal banking in their provinces.

Today, CUPW's ideas for service expansion have grown into *Delivering Community Power* – our vision for a 21<sup>st</sup> century post office – one that fights climate change and poverty and offers better public services for everyone, while also creating thousands of good, unionized jobs.

Since CUPW officially re-launched *Delivering Community Power* in June 2018, at the *Future is Public* conference in Montreal, we have been busy mobilizing the work floor, our communities and our allies, to build a network of people that the government simply can't overlook.

The new era of this campaign began with our own people. We visited hundreds of work floors, attended local meetings, called through membership lists and reached out to postal workers. We have collected over 30,000 petition signatures and recruited over a hundred new activists in the union.



We successfully engaged the membership, the public, municipalities, anti-poverty, social injustice, and environmental groups to adopt our vision for a 21<sup>st</sup> century post office. Over 1,000 municipalities have passed resolutions or signed letters that support postal banking and expanded services, and our ideas have been endorsed by the Federation of Canadian Municipalities.

Together, we have been building connections with advocacy groups, environmental organizations and other unions. Over 100 organizations have endorsed the campaign and now actively promote our events and actions.

The allies we built lent their support during our collective bargaining and subsequent strike. *Delivering Community Power* volunteers joined us on picket lines, occupied 10 MP offices to protest back-to-work legislation, and organized 31 rallies across the country on the same day in support of postal workers and the right to collective bargaining.

Throughout the federal election campaign, we pushed political parties to adopt the vision of *Delivering Community Power* in their electoral platforms. To ensure that our vision for a green post office comes to fruition, we made *Delivering Community Power* and all it entails, an election issue. CUPW hired 10 coordinators to work with local members to advance our issues and engage candidates.

## We Must Act Now

Coordinator Amanda Nicholls spent the summer and fall traveling across the Prairies, attending meetings and events in urban centres as well as rural and remote locations to talk to Canadians about *Delivering Community Power*.

She has been overwhelmed by the positive reaction from most of the people she's met. It doesn't matter your age, gender, or where you live, there is something in *Delivering Community Power* for everyone.

"Young people tend to be more interested in the environmental aspect of our vision; the electric vehicles and charging stations, while the older generation, who already love the post office, think that most of our ideas just make sense. Northern and rural communities who are underserved see a real value in our proposals on postal banking and broadband internet," says Nicholls.

Make no mistake, we are at a tipping point in this campaign and must not back down. We believe Canada Post is under pressure to establish sustainable solutions so they need to be placed in a position where they have no option but to implement serious sustainable practices like electrifying the fleet and retro-fitting post offices. The revitalization of post offices naturally includes other features such as postal banking, broadband services, and support for seniors. Our vision will benefit all Canadians – and grow our union in membership and strength.

The promise for the future resides in CUPW's militancy and commitment.





## Gig Workers Seek Out CUPW to Help Unionize

**A group of couriers in Toronto, fed up with unacceptable working conditions and a deteriorating relationship with the boss, began to secretly meet in a Toronto park once a week to bounce ideas on how to improve their jobs. They faced the same recurring issues: years without a pay raise; little regard for how dangerous the job is; the feeling of being treated like just a number on a screen. Their complaints to management as individuals were ignored. In the end, they saw only one solution: to act together to get the improvements they needed.**

After investing time and energy into bringing more couriers into the fold and building some community, they approached CUPW for help with the goal of organizing a union.

These are foodsters – a nickname for Foodora couriers. Foodora is an internationally-owned app-based food delivery company. You may have seen them delivering in your area, on bikes or in cars, with their bright pink thermal bags carrying food from restaurants to doorsteps. Foodora operates in seven cities across Canada and Quebec, Toronto being by far their largest market. Its parent company is Delivery Hero, which forecasted €1.3 Billion in revenue for 2019.

But how to organize a workplace without a workplace? Building relationships with co-workers is fundamental to winning any organizing drive, along with identifying the workplace issues that are both widely and deeply felt. Foodsters are constantly on the road, seeing each other randomly, connected only through the employer's app. To reach the hundreds of couriers spread throughout the city, they had to get creative.

They started by mapping the city, to identify the busiest areas for order pick-ups. That's where the foodsters went. If they saw a courier, they struck up a conversation about the job. If the prospect was in a rush, they offered to ride along. In those brief moments the goal was to learn a little about the courier and to pique their interest



enough to come to a meeting. In addition to the on-the-street outreach, CUPW helped the couriers host a series of workshops on topics that couriers found useful, including fighting parking tickets (for the drivers), and bike maintenance (for the cyclists).

As time went on, meetings grew. New couriers were coming each week, but it was clear that to reach an even larger audience, the campaign would have to be out in the open. The *Justice for Foodora Couriers* Campaign launched on May Day 2019. In addition to our press conference announcing the campaign, we ran ads in major transit corridors, created an online presence, and held large public events to highlight the unionizing drive and bring more couriers in. Going public made the foodsters and their issues visible, and that visibility helped our numbers swell.

It also showed the public that some of the general misconceptions about foodsters – that they're all short-term supplemental jobs, that they are just young thrill-seekers, et cetera – are false. These workers deserve their rights and a secure future just like all workers. And it gave the labour movement a way to actively support a struggle against the exploitation baked into the gig economy.

Throughout the summer our public outreach continued and we kept signing up new couriers. In late July we felt confident that that we had enough cards signed to file an application to the Ontario Labour Relations Board to certify CUPW as the union representing Foodora couriers

throughout Toronto and Mississauga. This triggered a secret ballot vote, and after a five 5-day electronic voting period, we are waiting for the results.

The delay is in part because Foodora has challenged the couriers' right to unionize at all – calling them independent contractors instead of dependent contractors or employees. Calling workers independent contractors is a trick bosses have used for decades to get out of some of the most basic worker rights and employer responsibilities – like paying into EI or CPP/QPP. Canada Post did this for years with RSMC's, and many of the private sector members we already represent, like those working for TForce, were misclassified as independent contractors until they organized with CUPW and challenged it.

Now bosses are using the *gig economy* – the trend of replacing stable, regular employment with a patchwork of gigs, often through an app – as a way to deny that they're employers, claiming that their workers are independent contractors. We know the truth, and are confident we will defeat the company's challenge at the Labour Board.

The labour movement here and around the world is watching, and the gig economy employers are watching. Our victory could be a watershed moment for the future of workers' rights – a struggle that will go on until the future of work includes workplace democracy and workers' rights.





# WHAT UNIONIZATION MEANS TO ME?

“Unionization means the power of being together against the employers’ exploitation. It means the power of change and the right to freedom for workers.”

**Ahmad Gerbou**



“As the gig economy grows, unionization has been important for me to help educate workers on their fight, and to fight for protections in a job that has been purposely designed to keep us from feeling safe and secure.”

**Tess Siksay**

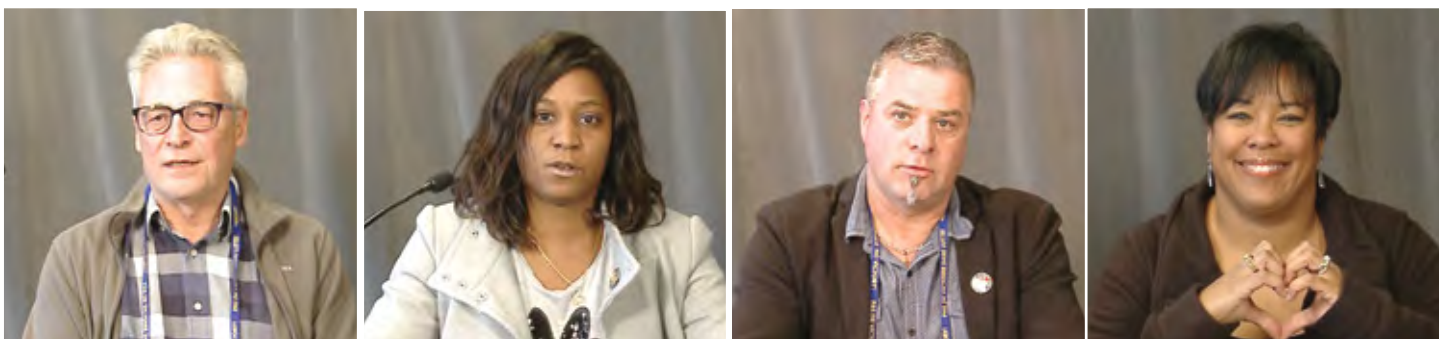




# The Social Stewards Network

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**What is the Social Stewards Network?**  
*A network of mutual support in the workplace*



## The network is based on the following tenets of union action:

- Ensuring the well-being of members
- Voluntary assistance
- Respect for individuals
- Mutual aid and prevention.

## Why a network?

Debt, burnout, gambling, alcohol and drug addiction, mental health issues, and other personal problems can affect not only a member's quality of life, but also their families and work.

All CUPW regions participated in the development of the network. As a result, we now have a network of more than 250 members who are ready to take action when special and difficult situations arise.

## What is a social steward?

A social steward is an active union member involved in providing support to other members who are experiencing difficulties. Helping someone involves listening to and referring members who seek help to union, community and professional resources.

## The role of a steward is to:

Listen, refer to support services, follow-up, and do preventive work.

Social stewards can play a crucial role in responding to the needs of the working environment. It is a helping relationship between equals provided by members to fellow members.

Social stewards are not specialists or therapists; they're just people who know your work environment.

They are free of any link to authority and able to provide confidential help while respecting your choices.

**Reach out to your social steward if you need: a listening ear, information, comfort, assistance, support, or referral services.**

**Ask your Local to know who is your social steward.**





# Five Sisters - Making a Difference in the Political Arena

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**Belonging to a Union means having many opportunities to make a difference, and having the power of your co-workers behind you when you do.**

We know it can be hard to focus, engage, and stay positive while we're still in the arbitration process imposed by the back-to-work legislation. But five CUPW sisters took this year's federal election as an opportunity to get involved on another level.

Kathleen Mpulubusi was the NDP candidate for Member of Parliament in St. Albert-Edmonton. She's been active in the union (Route Measurement Officer and recording secretary in the local) and the Alberta labour movement (representative to AFL), because she's sick of an employer who gives lip service to safe working conditions while ignoring the workers' concerns. "I have become increasingly frustrated and angry at CPC's push to increase profits and productivity at the expense of the workers as our injury rates soar" she says.

"I also wanted to run to make sure more women's voices were heard. I also decided to run because I am frustrated that our current Alberta Conservative MP's do not speak for me or truly represent my values. I want to try and convince my fellow voters that we need to have more diverse voices as MPs from Alberta. The one-party wave from Alberta has not served us well."

She found lots of support from fellow members in the Edmonton local.

Natasha Fryzuk and Kristine Bowman also ran in the nearby rural ridings of Battle River-Crowfoot and Yellowhead.

Fryzuk was unsure at first about running. "I actually was at social steward training when I found out I got on the ballot – being part of the social steward network gives me a different perspective on my union activism. I got home and realized the election campaign was such a good opportunity to advocate for workers. We have to not just fight the employers – we need to support each other."

Fryzuk wants us to remember that our current electoral system means we have to do a little more give each other hope, and advocate for those in the margins: "The thing that mattered to me the most was being able to talk to people one-on-one and realize that in this riding – considered more conservative than most in Alberta – we can't be painted all with the same brush, there's still that sense that some voices aren't being heard. Feeling divided won't change that. It makes me want to keep going. If we want change we have to initiate that and work together."

All three Edmonton members kept working their regular full-time at the post office while keeping up with the new commitments of the campaign.





**Kathleen  
Mpulubusi**



**Natasha  
Fryzuk**



**Kristine  
Bowman**



**Monique  
Allard**



**Karine  
Trudel**

Mpulubusi says CUPW didn't have enough of an impact in this year's election in Alberta. But we've certainly had more of an impact than we could have without these three of our members as candidates! CUPW is proud of how these three stood up for our workers – when the odds of winning the seats are tough, it takes courage to advocate and offer hope for those who feel their voices are being drowned out.

That principle applies outside of Alberta too: Monique Allard, a retired postal worker, ran for the Bloc Québécois in Brome-Missisquoi.

Karine Trudel, a former CUPW member, was elected MP for Jonquière, Québec in 2015. She ran for re-election this year but has announced she'll leave politics after finishing second to a Bloc Québécois candidate this year. CUPW greatly appreciates Sister Trudel's work in the house of commons on the Canada Post file, including the part she played late in 2018 when she and her NDP colleagues took a stand against bill C-89, the Liberals' back-to-work legislation.

Trudel "I'm proud and thankful to have been in the House of Commons to advocate for postal workers on legislation that directly affected our working conditions. We need to step up as leaders in our communities and advance the interests of working people."

Our congratulations and thanks to these five sisters for making a difference for workers in the political arena.

Find your opportunities to engage and have a positive impact – it takes hard work and dedication, but you can find that it's rewarding and energizing to know you can help create a more just workplace and a better society too.

Image Source - Kristine Bowman, Monique Allard & Karine Trudel: Party Photo

*Say their names.*



# DECEMBER SIXTH

National Day of Remembrance and Action on Violence against Women



*Remember.  
Take action.*

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**December 6, 1989**

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Geneviève Bergeron, 21 – Hélène Colgan, 23 – Nathalie Croteau, 23 – Barbara Daigneault, 22  
Anne-Marie Edward, 21 – Maud Haviernick, 29 – Barbara Klucznik-Widajewicz, 31  
Maryse Laganière, 25 – Maryse Leclair, 23 – Anne-Marie Lemay, 22 – Sonia Pelletier, 23  
Michèle Richard, 21 – Anne St-Arneault, 23 – Annie Turcotte, 21

## Would you like to help understand and improve the working conditions of postal workers?

Our research aims to better understand the stresses that you experience at work, and their impact on your well-being. We also want to know about resources that may help you cope with your work stress.

### How?

We would be most grateful if you would take about 20 minutes of your time to complete a questionnaire. This research spans a period of six months, so you will also be invited to answer a similar questionnaire in the spring and fall of 2020.

### About the survey

- **It's confidential.** answers will remain strictly confidential and will be used only for this research. Nobody at CUPW or Canada Post will know your answers.
- **It's simple.** To complete the questionnaire in English, use the following link:  
[http://www.uqtr.ca/CUPW\\_Members\\_Occupational\\_Health](http://www.uqtr.ca/CUPW_Members_Occupational_Health)  
Pour remplir le questionnaire en français, utilisez le lien suivant :  
[http://www.uqtr.ca/sante\\_travail\\_membres\\_STTP](http://www.uqtr.ca/sante_travail_membres_STTP)
- **Advantages.** To underline our appreciation for completing our questionnaire, our research team will make a donation to a charity of your choice from a list of preselected charitable organizations.
- **Questions?** For more information about this project, please do not hesitate to contact the project coordinator, Mrs. Angeliki Pitsikoulis, by email:  
[pitsikoulis.angeliki@courrier.uqam.ca](mailto:pitsikoulis.angeliki@courrier.uqam.ca).

Please note that if you already participated in this study in the spring and/or summer of 2019, you are not eligible to participate again.

*Thank you for the time and energy you dedicate to our research!*

Angeliki Pitsikoulis  
Doctoral student in psychology, Ph.D/Psy.D  
Université du Québec à Montréal

Sarah-Geneviève Trépanier, Ph.D  
Professor, Department  
of Human resources management  
Université du Québec à Trois-Rivières





# **DELIVERING COMMUNITY POWER**

## **A CANADA POST FOR EVERYONE**

**[DeliveringCommunityPower.ca](https://DeliveringCommunityPower.ca)**

Join the call for Canada Post to Deliver Community Power.