



Volume 42 Number 3

Canadian Union of Postal Workers

December 2014

Members Speak Out

Bloodied, but unbowed, CUPW members from coast to coast to coast are feeling the impact of postal transformation and Canada Post's cuts. Perspective asked activists in every Region about their experience in the workplace. Here's what they had to say:

PACIFIC

"I continue to be amazed by the support from my allies, my MP and city councillor, whose voices continue to defend public services. I am reaffirmed in keeping up the fight to maintain door-to-door delivery when my customers ask me, 'Are we going to lose our mail delivery?' I reply, 'Not if I have anything to do with it.'"

Janet Barney,
Victoria Local

"We are tired of having to apologize to the public for bad management decisions... Temps and part timers wonder if they will ever get full-time jobs. Urban and Rural members alike worry about what other attacks the boss and their political masters have waiting for us in the next rounds of bargaining... Canada Post treats us like disposable commodities: they try to use us up, throw us away when they break us, and ignore their responsibilities to us once we're out of sight. We refuse to let them treat us like trash!"

Cindy McCallum-Miller,
Castlegar Local

PRAIRIES

"It has been demoralizing, people feel beaten down. We went through a restructuring in May and we have long routes. We just got the news that door-to-door delivery is ending in Medicine Hat: they're cutting us in half. We've been campaigning, handing out flyers and petitions, but now we're stepping up the fight. The Conservative government has to go. People need to get involved in the political fight."

Doris Salmaso,
Medicine Hat Local

my breaks and still get the route done in 8 hours. People are getting injured a lot more as management is forcing us to do all of the mail, rather than prioritizing or load levelling. Why do we have to be guinea pigs for management's ideas? Why can't they think the thing all the way through?"

Anna Beale,
Calgary Local

ONTARIO

"On the floor, there's frustration – people feeling like it's a no-win situation, a constant flow of propaganda from the boss – so it's a challenge to keep getting the word out there that we can win this. Windsor has already been hit so hard by unemployment. These are more good jobs leaving the community and it's not right, it just hurts. But all the other unions are behind us and all the feedback we get from the public has been very positive. There's a waiting list for our lawn signs."

Jeff Carroll,
Windsor Local

"Giving up or giving in is not an option. The Canadian public, the membership, and the future of good-paying jobs are relying on us.... I believe in the members. Together, we are capable of greatness beyond imagination."

Shelley Sillers,
Guelph Local

"Due to the job losses, there is a lot of apprehension. But where a lot of people were thinking before that this is a done deal, they are now starting to see the momentum picking up and realizing this is a political issue. When we

get the message out about the alternatives, the support in the community is tremendous. You can't go anywhere in Hamilton without seeing Save Canada Post signs."

Terry Langley,
Hamilton Local

"There have been job losses due to the introduction of sequenced mail and the closure of our downtown retail post office, which was downsized to a 'hole in the wall' model. The elimination of door-to-door delivery will devastate our Local. RSMC workloads are increasing without fair pay for all hours worked. It's a nightmare. However we continue to fight and we have faith in the union's fight-back plan."

Zaimene Carter,
Milton Local

TORONTO

On September 20th, I volunteered with Toronto canvassing door-to-door; this was the first for me and... I must say I was pleasantly surprised that it was overwhelmingly in our favour... When we got back from canvassing, you could see the hope etched on the carriers' faces from the positive response they received from our customers. Going out and educating and talking to people gave them hope that we can stop this with canvassing and support from the communities. Some of the carriers have since gone out on their own canvassing in their own neighbourhoods and erecting lawn signs... when people get involved and work with the communities to stop these cuts and services, it acts as an incentive to continue to do so and renews our faith that the people we are trying to help maintain their

services are there to support us in maintaining our jobs.

Angela Jones,
Toronto Local

CENTRAL

"We all have bills to pay and have arranged our lives around our current shifts, and now it's all been thrown into chaos. This makes for a horrible work environment, especially when what you're being told is constantly changing. I'm hoping that the union can win some of the upcoming grievances, which could reverse some of the effects, or at the very least stop the proposed changes and spare some of us this grief."

Daniel Morin,
Ottawa Local

"My parents are elderly and have health issues so working evening shifts, I was able to take them to their appointments during the day... now, who knows where I will be, somewhere across the city, and it's going to be a lot more difficult to take care of them. Some of my co-workers need to accommodate children's daycare, school, before-and-after programs, others work two jobs to pay the bills for themselves and their families, and some are just not physically or mentally able to deal with these changes. It's been six months of hell on my floor... hopefully we are all going to survive it."

Lori Pagani,
Ottawa Local

METRO-MONTREAL

"Prioritizing human relations is crucial to the proper functioning of society. Letter

Continued on page 2

Top Photo: The Montreal Local took part in the Zombie March on October 25 to protest plans by Canada Post and the Harper government to kill the postal service.



Page 2

Editorial: We are NOT giving up!

Page 3

Dynamex Couriers choose CUPW in B.C.



Page 3

New Board Members

Page 4-5

PT: measuring the hurt

Page 6

Solidarity Gone Global



Page 6

Sharing Struggles at the Human Rights Conference

Page 7

CUPW Retirees haven't retired from organizing



Pages 8-12

Trustees Report

"Members have told me we are all pack mules now. I never get to see my family anymore because I am forced to work overtime. I can't take

PUBLICATIONS MAIL AGREEMENT NO. 40064660
RETURN UNDELIVERABLE CANADIAN ADDRESSES TO
CANADIAN UNION OF POSTAL WORKERS
377 BANK STREET
OTTAWA ON K2P 1Y3



We are NOT giving up!

So far, we have been waging a remarkable campaign to Save Canada Post, fighting on all fronts and in every forum. It is now clear that we have the public's support, and that most people want to maintain our public postal service.

A RELENTLESS BATTLE

So much has happened since we launched our campaign that it's hard to know where to start. Highlights include: a 3000 strong demonstration in Ottawa; a nation-wide "Walk with my Letter Carrier" day on May 10th; a demonstration in front of Lisa Raitt's office in Milton; countless days of handing out information across the country; billboards put up in some forty cities; and joint activity days with NDP MPs.

As soon as Canada Post announced its cuts, the National Executive Board

adopted a plan of action calling for us to work with municipalities, the labour movement, our allies and our members, to canvass the public door-to-door, to lobby Parliament and fight in the political arena. Here is a summary of what has been accomplished so far.

WIDESPREAD LOCAL INVOLVEMENT

Our weekly campaign bulletin keeps union members informed about campaign activities being organized across the country. Updating our campaign website has made it even easier for everyone to follow the campaign online. All locals are getting involved.

LABOUR MOVEMENT SUPPORT

We can't win this fight alone. We need support from the labour movement, including the Canadian Labour Congress, provincial federations of labour and labour councils. The elimination of door-to-door delivery is a striking example of the ongoing attacks from the Harper government to get rid of public services and decent jobs.

Our fight is a shining example of what is being done to defend public service and good jobs in our communities. It is at the heart of all the struggles presently being waged to safeguard our public resources.

SUPPORT FROM MORE THAN 300 MUNICIPALITIES

Cities, towns and small communities are all affected by the elimination of door-to-door delivery. The Union acted swiftly to meet with municipal councils and secure their support. We have organized information tables at events held by the Federation of Canadian Municipalities and provincial federations of municipalities. Given Canada Post's current approach in targeting cities and regional municipalities, there is a critical need for us to continue working with municipal councils nationwide.

CUPW: A VOICE FOR THOSE MOST AFFECTED

Canada Post's decision is hurting seniors and the disabled. In the past few months, we have met with national organiza-

tions representing these groups, and have decided to launch legal challenges based on the Canadian Charter of Rights and Freedoms and the Canada Post Corporation Act. Our aim is to use these court challenges to spur widespread public debate on the future of the postal service, something Canada Post and the Conservative government have refused to do.

THERE IS AN ALTERNATIVE

Our campaign is based on a vision of a universal, public postal service. Instead of cuts, we envision expanding services, including the creation of a postal bank that would function as a people's bank. This idea has resonated with the public. People like the idea of maximizing the use of Canada Post's network. This is one reason our campaign is working: we have a strong alternative to propose and are promoting awareness of its possibilities.

MAKING IT AN ELECTION ISSUE

Postal service is an important public service. That is why we are

meeting with the leaders and MPs of opposition parties to make them aware of our campaign. We have organized joint activities with the NDP, which has given us its complete support, and we are lobbying the other parties.

Federal elections are on the horizon. We need to make door-to-door delivery an election issue. A fight like this one cannot be won in a few weeks. It must be fought over the long term. To win, we have to hold on just a little longer than our opponent.

ALL HANDS ON DECK!

This struggle will be our legacy to future generations. For more than 50 years now, CUPW has succeeded in protecting our universal public postal service. We will not give up. But in order to win, everybody must get involved.

In Solidarity,

Denis Lemelin
National President

Continued from front page

Members speak out.....

Carriers have been going door-to-door every day for a century, why change that now?"

Isabelle Richard,
Montreal Local

"What does Canada Post's announcement of its five-point plan mean to me? It means the elimination of more than 8,000 jobs, and possibly mine. It means the unjustified dismantling of our public postal service, but it also means that we won't stand by and just let it happen."

Magali Giroux,
Montreal Local

"For me, the elimination of door-to-door mail delivery means one step closer to privatization, and the destruction of thousands of well-paid jobs with good benefits that Canadians need."

Mathieu Clermont,
Montreal Local

QUEBEC

"There's a lot of uncertainty - we don't know what's going to happen. And now, as part of postal transformation, they're implementing the two-wave system, which is creating divisions among workers and problems for families, especially single parent families. The boss lets the media know about the changes, but, in the workplace, we're being kept in the dark. We've had marches and demonstrations, and our Local has canvassed door to door with our allies. Public support has been tremendous!

Stéphane Genest,
Quebec City Local

"Canada Post's new direction is causing a lot of uncertainty, frustration and anxiety. A lot of people are wondering if their community will be next in Canada Post's hatched up plan. And there are members working more than 40 kilometres from another office who are rightly worried about whether they will still have a job. It's even causing some division among our members. This is why we need to mobilize against the employer's vicious attack and make sure we get out the vote in the next federal elections to defeat this government, which is ready to privatize our universal public postal service."

Marc Roussel,
Outaouais Local

ATLANTIC

"We can win this, but we need postal workers and the public to stand shoulder to shoulder. At the speed at which the corporation is trying to ram this through, we are preparing to take on the biggest fight we've ever seen! We've been canvassing, meeting with municipal leaders, MPs, and setting up information pickets and tables wherever we can. We are trying to stay in the public eye by taking out newspaper ads. Live radio shows have been a great way to talk directly to the public."

Mike McDonald,
St. John's Local

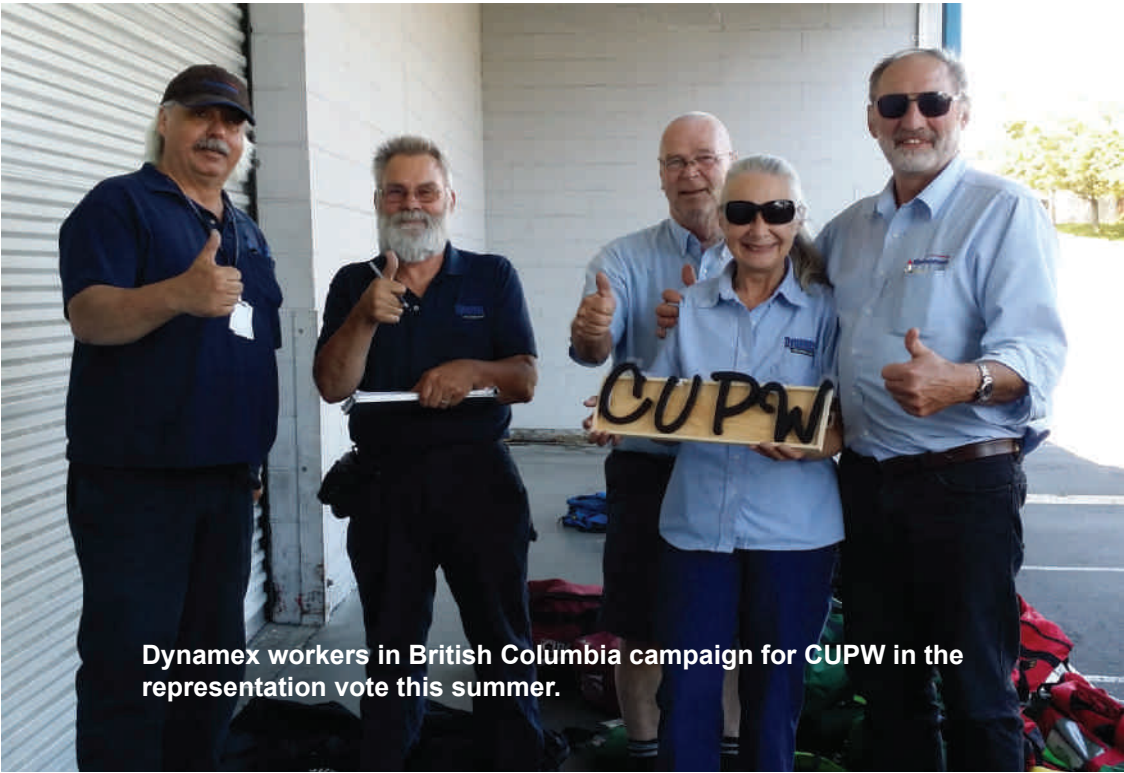
"Community mail boxes do nothing to build communities when seniors and the disabled are left behind."

Gina Miller,
Nova Local

"Prince Edward Island has seen more than its fair share of government cuts over the past few years. There is a lot of fear and uncertainty for our future, but we have a lot of support from our community and that, I find, has helped us the most. Our members know that not only are postal workers standing behind us, but our neighbours as well."

Chris Clay,
Charlottetown Local

Dynamex Couriers choose CUPW in B.C.: Franchises are next!



Dynamex workers in British Columbia campaign for CUPW in the representation vote this summer.

CUPW continues to organize private sector workers in the post and logistics industry. The goal is to expand CUPW's bargaining power across the sector in order to extend protection and benefits to more workers. Another purpose is to show Canada Post that when they try to contract out our work, we'll bring those workers in. When CUPW wins, we all win.

Dynamex B.C.

Many Dynamex couriers and some other workers had already been organized by CUPW while Unifor represented the couriers at Total Distribution Systems (TDS). Dynamex bought TDS, and the Canadian Industrial Relations Board (CIRB) ruled there would be three regional bargaining units for Dynamex, and ordered a mail-in vote to determine which union would represent each unit.

CUPW didn't have members in the lower mainland: the Dynamex workers there remain Unifor members. Representation votes happened

in the B.C. Interior and on Vancouver Island. On August 13, the members in both these regions chose CUPW with a 70% vote.

Winning the vote has gained more members for CUPW and more bargaining power for the workers involved. We now represent Dynamex workers in six bargaining units across the country. The Pacific region is working with new members in B.C. to welcome them to the union.

Since the vote, Dynamex has been trying to move around the work to reassign it to non-union couriers and CUPW is working to apply the collective agreements that we've bargained for Dynamex couriers.

Franchises in Shoppers Drug Mart / Pharmaprix

More and more retail post office franchises are opening up across the country, while corporate retail offices cut back hours and services. This cheap labour strategy is not technically contracting out in the direct sense prohibited by our collective agreement, so the only way we can fight the franchises is to organize the workers.

CUPW asked the Canadian Industrial Relations Board (CIRB) to rule that the union represents franchise workers on the basis that their true employer is Canada Post. Canada Post sets the working conditions and hours of franchise workers. Therefore, we argued that Canada Post is their real employer. The CIRB ruled against us, and left us with one option: organizing the workers under provincial jurisdiction.

Organizing to Continue

Organizing workers in the Post and Logistics sector will remain an important part of the Union's work. With many trained coordinators and organizers we will offer the unorganized the opportunity to join our union and improve their working conditions. In far too many businesses workers do not have a meaningful voice in their daily work lives. Our Union can make a difference on the job and in the members' homes.

Welcome new Executive Board Members elected at Regional Conferences



Mark Brown
National Director,
Metro-Toronto Region

I started at Canada Post at age 18 as a temporary worker on the midnight shift at the Toronto BMF and currently hold a position as a Mail Service Courier. I have represented the membership in one form or another since 2000 and was the Metro-Toronto Education and Organization Officer prior to my election as National Director.



Tim Armstrong
National Director,
Pacific Region

I became a member of the Canadian Union of Postal Workers on March 7, 1994 as a member of the Vancouver Local. Prior to this election as National Director, I held the following elected positions: Regional Education and Organization Officer, Regional Union Representative and President of the Vancouver Local.

Martin Champagne

4th National Vice President

I have been at the post office since 1998. My involvement in the Union began early when I noticed the way the employer was treating my coworkers. Since then, I have been involved in work measurement, finances, staffing and several other areas. However, given the actions of Canada Post and the current government, we all need to focus on what we can and should do to keep door-to-door delivery and protect our working conditions.



CUPW PERSPECTIVE

Published in English and French by the Canadian Union of Postal Workers, 377 Bank Street, Ottawa, Ontario K2P 1Y3
Tel: (613) 236-7238
Fax: (613) 563-7861
www.cupw-sttp.org

Letters to the editor are welcome.

Please e-mail your feedback to: feedback@cupw-sttp.org

Editor: G. Floresco

Production and translation:

A. Boulet, C. Drouin, G. Laflamme, B. Luijkenaar, M. Parrot, M. Prévost



Associate editors:

P. Arbour, G. Bossenberry, M. Champagne, C. Foreman, G. Kuehnbaum, D. Lemelin

Contributors:

A. Ahmad, J. Gillies, E. Hoogers, J. Kass, D. Lemelin, K. Matthews, M. Palecek, J. Simpson

Affiliations:

- Canadian Association of Labour Media (CALM)
- Canadian Labour Congress (CLC)
- UNI Global Union
- International Transport Workers Federation (ITF)



CUPE-SCFP 1979



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.

PT: Measuring the Hurt

Overwhelming response to third-party survey on effects of Postal Transformation

Balancing work life with the rest of life is already challenging without the extra stresses of postal transformation (PT). When postal workers speak up about the impact of postal transformation on their work and their lives, the results are startling.

In 2013, we began a survey project: We wanted to understand how postal transformation was affecting member’ family lives and parenting issues. Five locals in different stages of PT—Edmonton, Winnipeg, St. John’s, Scarborough, and Montreal—participated, and the survey covered every group and RSMC – In fact, every member in those five locals got the survey. It asked about changes to their working conditions, and the resulting life changes.

The response was “overwhelming,” according to Jane Beach, whose firm conducted the survey and analysis. They used phone surveys and written surveys to get feedback. More than 75% of members chose to mail in their response on paper rather than the web version.

The survey project turned out to be much more complex than anticipated, for a couple of reasons. First, the response rate was 22%, much higher than in most surveys of this kind. Second, people had plenty to say in response to the open-ended questions. Though the survey is thorough, Beach calls it “the tip of the iceberg.”

Childcare Just the Beginning

The survey found impacts and problems that go far beyond child-care related issues. Apart from specific parenting issues, responses from the special-needs parents in the study were similar statistically to the responses overall. So, while many members reported issues caused by PT for their childcare, what started as a work-life balance research project taught us so much more; PT has affected our lives and relationships outside of work in big ways.

42% reported a negative impact on family life from PT, and the specific impacts vary. Over half found that their relationships with friends and family got worse under PT, and almost half said the same about their relationship with their partner, the same for relationships with their children. Those effects are more frequently reported and more intense the more overtime a member works, and especially when overtime is involuntary.

Family life is diverse, and so are the challenges: 88% of members with pre-school-age children said that issues of childcare got worse with PT, and 76% of members with school-age children said that school drop-off and pick-up issues worsened. While workers with different family situations are affected differently, the rate reporting issues correlates with the amount of overtime — the more overtime worked, the more the issues get worse.

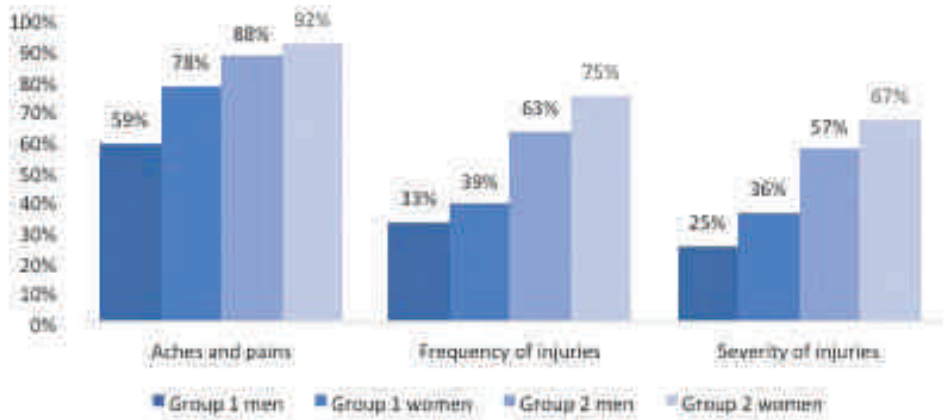
Specific Issues

Both women and men reported harm to their work-life balance. Postal workers talked about little or no time to spend with children and other family members, increased fatigue and toll on the body, more stress, more serious injuries, less ability to schedule one’s life outside work, less ability to take part in activities and housework, damage to their personal relationships, and more.

Aspects of health that have gotten worse since PT, by group						
	Group 1		Group 2		Group 3	RSMC
	Full-time	Part-time	Full-time	Part-time		
Level of fatigue	64%	65%	89%	63%	44%	47%
Level of stress	66%	75%	87%	74%	33%	51%
Level of anxiety	64%	70%	84%	68%	32%	47%
Level of irritability	68%	73%	86%	67%	32%	52%
Self-esteem	34%	46%	49%	38%	24%	23%
Amount of sleep	52%	60%	63%	43%	41%	42%
Eating habits	39%	50%	63%	41%	21%	31%
Aches and pains	67%	67%	89%	73%	35%	52%
Frequency of work-place injuries	35%	35%	66%	46%	13%	32%
Severity of work-place injuries	30%	34%	59%	41%	6%	28%

In PT working conditions, there is less interaction with coworkers, restrictions on playing the radio or talking, and the work is faster and more physically demanding — this is true for both groups 1 and 2, though the results show how people are affected differently.

Aspects of health that have gotten worse since PT by group and gender (full-time):



Changes to Selected Aspects of the Job since PT, by Group				
Aspect of the job		% of respondents indicating how aspects of the job changed		
		Gotten better	Stayed the same	Gotten worse
Enjoyment of the job	Group 1	4%	30%	66%
	Group 2	2%	14%	84%
	Group 3	6%	54%	40%
	RSMC	10%	53%	37%
Productive at work	Group 1	3%	70%	27%
	Group 2	2%	57%	41%
	Group 3	3%	77%	21%
	RSMC	7%	73%	20%
The work is hard	Group 1	4%	50%	46%
	Group 2	1%	17%	83%
	Group 3	3%	70%	27%
	RSMC	13%	56%	31%
Sufficient time to get the job done	Group 1	3%	46%	52%
	Group 2	1%	16%	83%
	Group 3	3%	62%	35%
	RSMC	10%	49%	41%
The speed of work is reasonable	Group 1	2%	41%	56%
	Group 2	0%	16%	84%
	Group 3	3%	73%	24%
	RSMC	3%	65%	32%

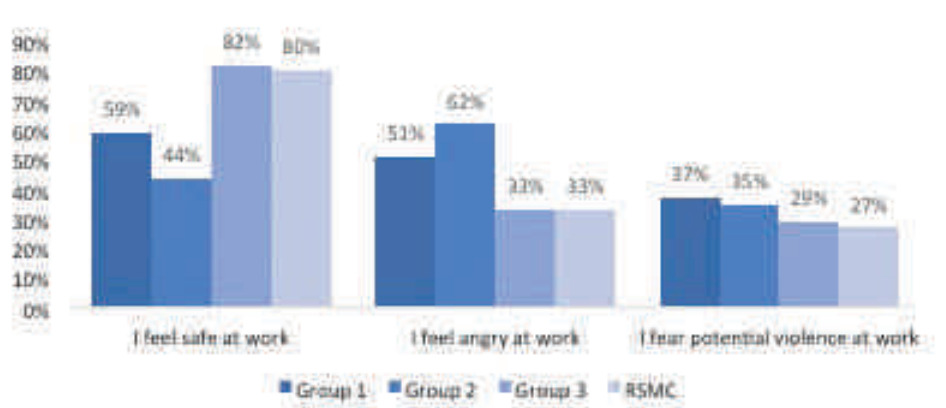
Long-lasting Impact

Are workers any better off after having had some time to adjust to the changes? Two of the participating locals, Winnipeg and Edmonton, have had PT for a few years now.

Did the survey identify any changes in these Locals over time? Not according to the results. Beach says there’s little difference in the Winnipeg and Edmonton results, showing that Canada Post’s “give it time, change is hard” rhetoric doesn’t hold up.

Misery and Fear of Violence

Feelings about safety, anger and potential violence at work by group (full-time)

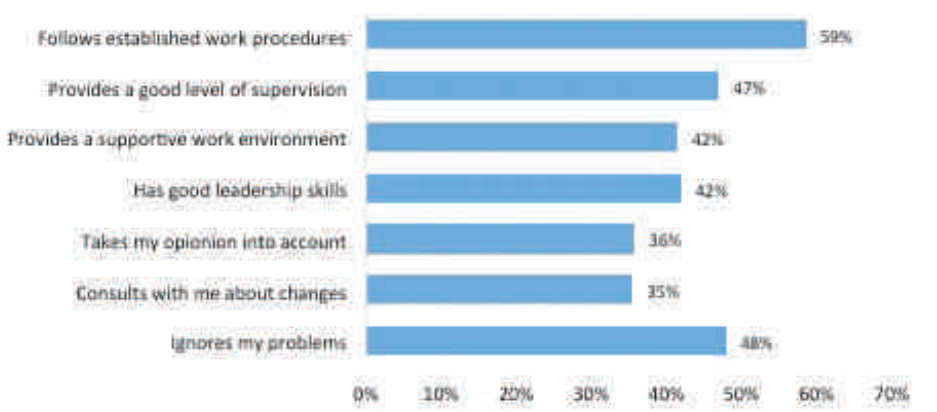


One startling survey result: postal workers expressed fear of violence in the workplace at a noticeably higher rate, compared to other workplaces in the body of work-life balance research. Many reported that they feel isolated at work and fear violence more than before.

Safety concerns were evident throughout the responses. In the plants, workers often feel more alone and unsafe because of stressful interactions with supervisors. Outside, workers are on the streets later than before, working at their trucks with their backs to the street, or walking onto private property in the dark. There’s more exposure to danger and to the elements than there was before PT.

What really stood out to Beach was “the extent of the negative views about the workplace and relationships with supervisors. Some people showed sympathy for their supervisors, but the extent of unhappiness and conflict seems to be greater.” The report explains that a supervisor can play a large role in helping a worker achieve balance — that is, if their relationship is positive.

Perceptions of supervisors, all respondents

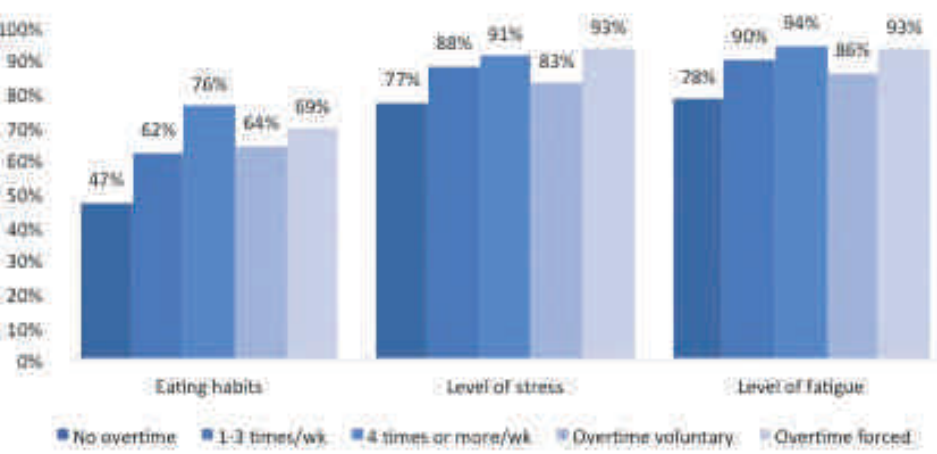


Many respondents said their relationship with their supervisor has gotten worse in each of these ways since PT, including over half of letter carriers.

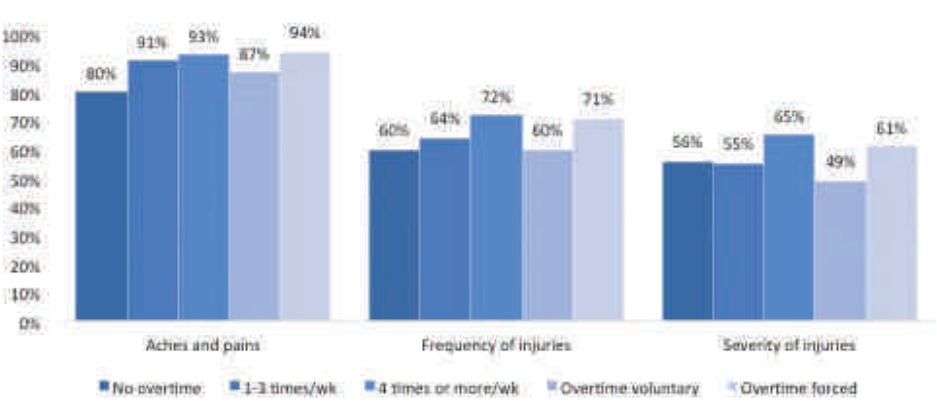
It’s the Overtime

The most significant factor in the severity of the issues expressed by survey respondents is the amount of overtime people are working, especially compulsory overtime.

Aspects of health that have gotten worse by the frequency and nature of overtime: eating habits, stress and fatigue

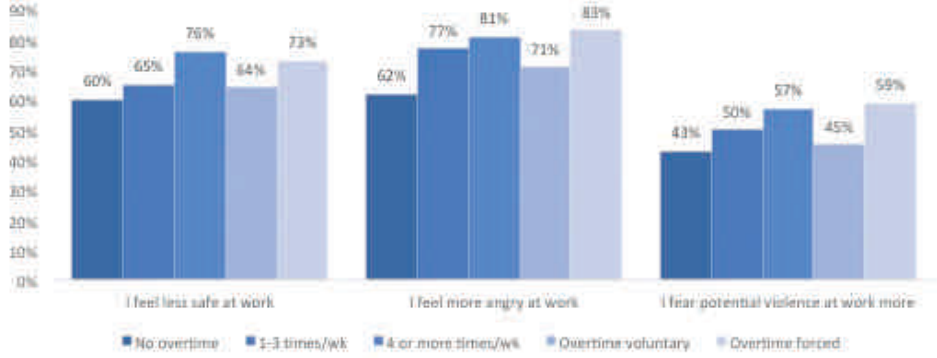


Aspects of health that have gotten worse by the frequency and nature of overtime: aches and pains and injuries



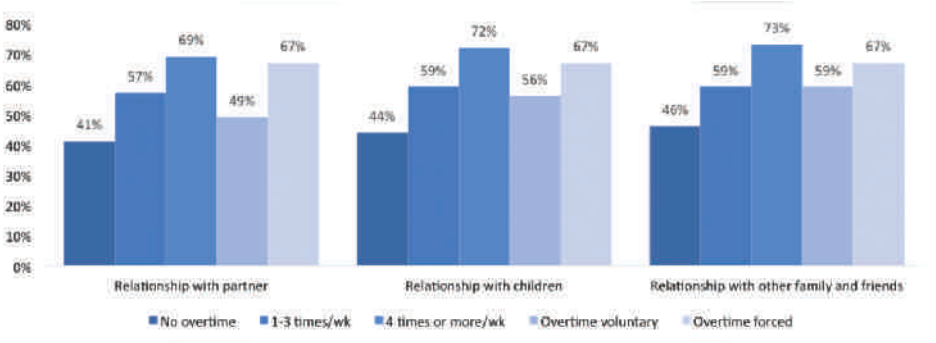
Workers report significantly more forced overtime under PT, as well as more voluntary overtime. The more overtime someone works, the worse the impact on their life outside of work and their perception of their own safety.

Percentage reporting aspects of life at work that have gotten worse since PT, by frequency and type of overtime, Group 2



Next to overtime, the second wave factor is causing problems. Letter carriers on Wave Two report worse effects than those on Wave One. LCs are making great efforts in some cases to avoid a Wave-Two route, even changing depots several times.

Personal relationships that have gotten worse by frequency and type of overtime worked



Many large employers have gone out of their way lately to address work-life balance issues. Our survey results indicate that the changes Canada Post is implementing with PT are heading in the opposite direction.

What to do?

The responses to this survey express great pain as well as a strong desire to see change. CUPW members are clearly saying that the new working methods are harmful and the way management is treating workers is simply not acceptable. This research and data will be very useful to us in the employer-union consultation process, and, of course, in future negotiations.

Most frequently mentioned suggestions for making work life better, Group 1		
Category of suggestion	% who mentioned	Most frequent comments
Changes to hours of work	38%	Improve schedules
		More day and afternoon shifts
		Better hours for part-timers
Changes to management	25%	Improve communication
		Treat workers with respect
		Apply the rules consistently
		Listen to employee input

Most frequently mentioned suggestions for making work life better, Group 2		
Category of suggestion	% who mentioned	Most frequent comments
Changes to work methods	37%	Allow sorting of sequenced mail
		Eliminate the double bundle system
		Improve autonomy
		Reinstate parcel delivery
Changes to work hours	36%	Eliminate Wave 2
		Stop forced overtime
		Give time values for parcel delivery
Address route issues	22%	Improve route measurement
		Ensure more equitable routes
		Shorten some loops

Beach says the results show that a few key issues are strongly correlated—meaning that addressing these could help with many of the difficulties reported. They are 1) forced overtime, 2) the worker-supervisor relationship and 3) sick leave.

In the focus groups, members indicated that we have to do more to enforce the rights we have, such as following the proper overtime staffing process, and using the health and safety committees. Some existing clauses in our collective agreements can help, as long as we enforce them properly, for instance in making sure that people who work overtime can get comp time back.

These are just some of the results that stand out. There are more patterns to see in the data, and much more to learn in the full report, “Overload.” When it’s complete, CUPW will send the report to all locals, and make it available to members.

Solidarity Gone Global–

Paltel and PPSWU Support Our Struggle

In September 2014, CUPW National President Denis Lemelin traveled to Amman, Jordan, to participate in a meeting of UNI Global Union’s Post and Logistics division. Brother Lemelin was able to meet with two of our sister unions in Palestine, Paltel Union and the Palestine Postal Service Workers Union (PPSWU). CUPW has a long-standing relationship with the Paltel union. In the past, CUPW has supported the work of this union with a project to help train activists and organize delivery drivers. Our Union has also brought Paltel members to Canada and to Quebec to speak with our members about their work. At September’s meeting, Brother Lemelin was able to discuss some possibilities for future cooperation between our unions.

Brother Lemelin also met with activists from the PPSWU. The Palestine Postal Service Workers Union is a relatively new organization that represents approximately 1/3rd of the letter carriers in Palestine. The PPSWU has succeeded in organizing postal workers under some of the most difficult conditions imaginable and are working diligently to organize the rest. They not only face pressure from the bosses, but also work under conditions of ongoing war and occupation.

Even facing such serious barriers, the PPSWU was quick to show its solidarity with CUPW. They printed “Save Canada Post” shirts for their members and, in January of this year, when Stephen Harper visited Ramallah, PPSWU members attempted to picket his event carrying Save Canada Post signs. Their small demonstration was blocked by police.

Brother Lemelin was able to meet with activists from



Denis Lemelin with Imad Temiza, International Representative of the Palestine Postal Service Workers Union

the PPSWU and discuss working together in solidarity. We are working to help bring the PPSWU into UNI Global Union and look forward to building a strong partnership with our sisters and brothers at Palestine Post.

Sharing Struggles at the National Human Rights Conference



A traditional Aboriginal opening ceremony launched the first CUPW human rights conference in over a decade, from June 19th-22nd in Ottawa. 140 delegates from 8 regions participated. The National Human Rights Committee (NHRC) planned the conference with the goal of building networks, solidarity and an action plan amongst the four equity-seeking groups: workers of colour, differently-abled workers, aboriginal workers and members who identify as LGBTQQ. Our theme was “Building Strength, Making Change.”

At the conference, New Tradition Music played many updated versions of our favourite labour songs and spoken word poets delivered interpretations of the proceedings at the close.

Delegates received video greetings from previous National Executive Board members who identified with equity groups: Sisters Caroline Lee, Cindy McCallum-Miller, Lynn Bue, and Brother Irwin Nanda. Guest speakers included Marie-Clarke Walker (Canadian Labour Congress) and Larry Rousseau (Public Service Alliance of Canada).

Each delegate attended four different workshops facilitated by National Human Rights Committee members on how to make change in the union, how to communicate, and how to engage members. The fourth workshop was designed by the NHR committee members of each equity group and focused on learning

about each other, offering conference participants the opportunity to learn about challenges and acquire skills in order to be better allies.

During the conference, many photos were taken of the delegates’ responses to the question “What does Human Rights mean to you?”

Some of the responses were:

- Make no assumptions
- Communications without barriers
- Recognition and acceptance of mental health issues
- Thriving not just surviving

This conference created a space where members of equity-seeking groups in our Union came together in all our diversity to share with each other our stories and our struggles. Inclusion and diversity will always make the union stronger.

CUPW Retirees haven't retired from organizing

It won't come as a shock to CUPW members that the Federal Conservative government has launched a huge attack on our Defined Benefit (DB) pension plan. The attack fits with their project of challenging the very idea that governments and employers have the responsibility to ensure that working people can retire with dignity.

Workers and unions historically have fought for DB pensions. They have settled for fewer wage increases at the bargaining table in exchange for the security of being able to survive during the "golden" years. The labour movement has also long recognized that decent pension plans require expansion to include the 12 million Canadians without a workplace pension plan. Harper's proposed Target Benefit pension plans (TBPP) could mean that CUPW retirees face threats from federal legislation to retroactively cut back our existing DB plan. Although there are good reasons to believe this would be unconstitutional, there are also good reasons for current retirees to fight this scheme; not only for ourselves but for future generations.

Retirees Organizing Locally

The CUPW National Executive Board recognizes that the battle to preserve our pension plan, as well as an accessible public postal service, needs the assistance and even leadership of retirees. It has opted for a "bottom up" approach, supporting retiree organizing taking place in a Local or on a local-area basis, rather than from the "top down."

Section 9:23 of our Constitution encourages Locals to "establish a Pension and Retirees Benefits Committee" which "make recommen-

dations" to the Local on pension plans, "negotiating improvements and changes" and in education on retiree issues. Although this provision has existed for over a decade, only a few locals have incorporated it into their ongoing work. If ever there was a crucial time to set up these Local Committees, it is now. CUPW National Secretary-Treasurer George Kuehnbaum will assist any Locals who want to do so. Going beyond the Local Committees noted above, some retirees, notably in the Metro-Vancouver and London areas, also have set up local organizations with their own bylaws. These organizations may fit situations where a group of retirees from more than one

***If ever there was
a crucial time to
set up these Local
Committees,
it is now.***

Local wish to pool their resources more effectively. Such organizations can mobilize retirees in CUPW and in the other postal unions, UPCE (PSAC) and CPAA, working directly with our allies such as the Canadian Labour Congress's Congress of Union Retirees of Canada (CURC) and its Provincial affiliates. The multi-Local Metro-Vancouver organization has held meetings of several hundred retirees on pension issues, and the London group has joined CURC activists for demonstrations protesting cuts to Defined Benefit pensions. For more information on these retiree organizations and what they can do, contact lead organizers Elaine McMurray in London (elaine.mcmur-

ray009@sympatico.ca) and Marion Pollack in Vancouver (marion.pollack@gmail.com). For further information on CURC, go to its website: <http://unionretiree.ca/>

Other Initiatives

While CUPW National is promoting local organizing, it's also supporting initiatives that allow a national network of CUPW retirees to share our organizing experiences and engage in the struggle of retirees nationwide to protect and expand our pensions.

One example of CUPW National assistance in such initiatives is its administrative support for activists from all Regions to participate in teleconference calls, exchanging ideas on activities carried out in their respective geographical areas and proposing supportive national CUPW actions to be undertaken. These activists have also been discussing our approach to the current election of retirees to the Framework Committee on Consultation and Communications. For further information contact Evert Hoogers at (evert.hoogers@gmail.com).

Another related initiative is the national project by a group of CUPW retirees to mobilize participation in political action with our allies in defence of our pensions, and work to expand the Federal CPP and OAS.

October 8, 2014, saw successful rallies emerging from this work, coinciding with the Public Pension Policy Forum on pensions and tax cuts, in both Toronto and St. John, NB. Both rallies attracted media coverage Brother Al Arsenault co-ordinated the St. John, N.B. protest and the Toronto demonstration was addressed by prominent active and retired labour leaders, including CUPW's Jean-Claude Parrot and CLC President Hassan Yussuff and others. Former CUPW National Director Peter Whitaker is the leading organizer to be contacted for further information at (peter-manon@rogers.com). Retirees can make a difference— if we work at it together.

Saint John NB Demonstration Oct.8th by CPC retirees and supporters outside Conservative MP Rodney Weston's office with speakers including Pat Hay, President of NB Federation of Union Retirees; Patrick Clifford President of the NB Federation of Labour, Steve Drost, Regional VP for CUPE



Toronto Pension Summit Demonstration October 8th. Speakers included Elaine McMurray, President CURC-London and former CUPW REOO - Ontario; Hassan Yussuff, President CLC; Jean Claude Parrot, former CUPW National President and CLC VP; Jo-Ann Hannah UNIFOR Director of Pensions and Benefits; Herb John President, National Pensioners Federation

Are you a CUPW retiree or about to become one? For just \$20 a year, you can be part of the leading advocate for financial security and benefits for seniors.

Join CURC today!

Forms are available online: unionretiree.ca/join-us
<http://unionretiree.ca/join-us/>

or contact:

Congress of Union Retirees of Canada
2841 Riverside Drive, Ottawa, Ontario K1V 8X7
Phone (613) 526-7422



London Ont. CURC retirees demonstrate to commemorate National Seniors Day, October 1



NATIONAL BOARD OF TRUSTEES
FEBRUARY 17 – 28, 2014

1. INTRODUCTION

The National Board of Trustees met from February 17 to 28, 2014 at the National Office of the Union in Ottawa for the third verification of this mandate.

As provided in the National Constitution under sections 4.96 to 4.99, we have completed an examination of the financial transactions of the Union for the period of July 1, 2012 to June 30, 2013.

The work of the National Board of Trustees consisted of examining the national treasury books, vouchers pertaining to expenditures, expense accounts for National and Regional Officers and Union Representatives as well as all other documents deemed useful and necessary for a sound administration of the union funds.

2. COMPOSITION OF THE NATIONAL BOARD OF TRUSTEES

The National Board of Trustees is composed of the following members:

Central Region	Sister Bev Collins	Chairperson
Pacific Region	Brother Anthony Holzer	Secretary
Atlantic Region	Brother Kevin Peterson	Member
Quebec Region	Sister Josée Lambert	Member
Metro-Montreal Region	Brother Roland Savard	Member
Metro-Toronto Region	Sister Adele Chaplain	Member
Ontario Region	Sister Donna Hardy	Member
Prairie Region	Sister Arla Mephram	Member

At our first meeting held on February 13, 2012, the National Board of Trustees elected Sister Bev Collins, Central Region, and Brother Anthony Holzer, Pacific Region, Chairperson and Secretary of the Board respectively.

Sisters Josée Lambert and Adele Chaplain were unable to attend the third verification. They were replaced by the 1st Alternate Trustees, Brothers Jean Marcon from the Québec Region and Bright Acquah from the Metro-Toronto Region.

3. RESOLUTIONS AND RECORDS OF PROCEEDINGS

The National Board of Trustees verified all resolutions and records of proceedings of the National Executive Board meetings for the period of July 1, 2012 to June 30, 2013, for the purpose of verifying financial resolutions, as per section 4.99 of the National Constitution.

During this verification, the National Board of Trustees found several resolutions that did not contain a dollar amount attached to an expense so as to allow us to properly verify that expenses were constitutional. The Trustees found a resolution that would bring four members to work on a campaign, without an appropriate timeframe or dollar amount.

Therefore the National Board of Trustees recommends:

- That the National Executive Board rule a resolution out of order, when applicable, until an estimated dollar and timeframe are attached.

The National Executive Board understands the intent behind this recommendation and endeavours to meet that intent in adopting resolutions. In the few cases where the details requested by the Trustees were not known at the time, the Union could not wait to proceed with the action required. A motion should not be ruled out of order unless it is in conflict with the National Constitution, which was not the case in the examples cited by the Trustees.

4. ANNUAL VERIFICATIONS

A meeting of the National Board of Trustees, as per section 4.96 of the National Constitution, convened for its third verification since the 2011 Convention, from February 17 – 28, 2014. The National Board of Trustees conducted a full year's verification, from July 1, 2012 to June 30, 2013.

The scheduled meeting for the National Board of Trustees' fourth verification is February 16 to 27, 2015. During this period, there are three committees scheduled to hold meetings at the National Office:

- Constitution Committee – February 9 to 23, 2015;
- General Resolutions and National Policies Committee – February 17 to 23, 2015;
- National Human Rights Committee – February 21 to 23, 2015.

It is during the fourth verification that the National Board of Trustees prepares and finalizes its report to the 2015 National Convention.

Therefore the National Board of Trustees recommends:

- That for the next verification in 2015, the entire National Board of Trustees will require three additional working days in order to complete its verification and prepare and finalize its report to the 2015 National Convention.

The National Executive Board agrees to reschedule the fourth verification of the National Board of Trustees to January 26 to February 8, 2015. This will provide the NBT with additional time to complete the verification as well as prepare its report to National Convention. Further, it will not impact the potential participation of members of the NBT on either the Constitution Committee or the General Resolutions and National Policies Committee.

- That for the fourth verification in 2015, the National Board of Trustees convene at the National Office January 21 to February 6, 2015 and that a video-conference meeting be held February 6, 2015 with the National Executive Board for the National Board of Trustees to present its report.

Arrangements will be made for the National Board of Trustees to report on the fourth verification to the National Executive Board by videoconference on February 6, 2015.

5. STRIKE/LOCKOUT EXPENSES

During this verification, the National Board of Trustees was able to verify the amounts that were taken from the Defence Fund to pay for strike/lockout related legal activities, as per section 7.20 of the National Constitution.

"Amounts Owing by Locals" is deducted off the Local's rebates.

The chart below reflects verified reports received from Locals as of June 30, 2013.

REGION	STRIKE/ LOCKOUT PAY ADVANCES	STRIKE/ LOCKOUT PAY	* OTHER EXPENSES	FUNDS RETURNED BY LOCALS	AMOUNTS OWING BY LOCALS
Atlantic	650,368.00	568,267.00	4,993.31	77,107.69	
Quebec	758,480.00	679,368.00	3,413.06	71,124.94	4,574.00
Metro-Montreal	1,906,025.00	1,427,651.00		478,374.00	
Central	665,188.00	528,278.00	4,656.10	130,846.99	1,406.91
Ontario	1,606,248.05	1,238,984.00	7,875.08	358,548.47	840.50
Metro-Toronto	1,301,520.00	895,821.60	1,019.84	404,678.56	
Prairie	1,336,529.00	875,745.00	5,364.39	455,227.61	192.00
Pacific	1,217,381.90	965,363.00	4,649.63	242,413.47	4,955.80
TOTAL	9,441,739.95	7,179,477.60	31,971.41	2,218,321.73	11,969.21

* Strike/lockout pay expenses include all bank charges incurred for the distribution of strike/lockout pay.

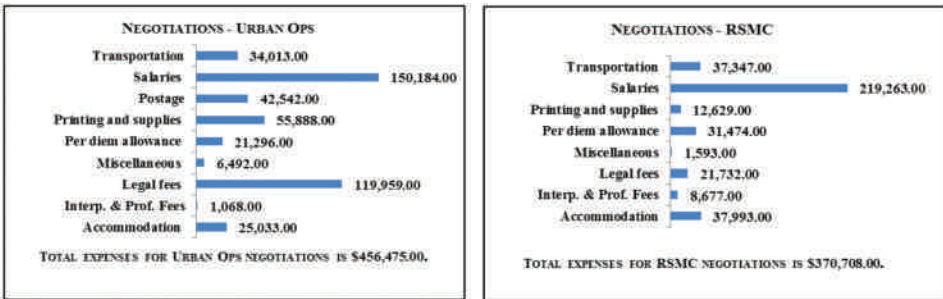
Therefore the National Board of Trustees recommends:

- That the National Secretary-Treasurer, in conjunction with the National Directors, ensures that Locals forward final financial reports and outstanding funds to the National Union.

All Locals have fully reported on their strike/lockout expenses and outstanding advances have been accounted for.

6. NEGOTIATION EXPENSES

During this verification, the National Board of Trustees verified the amounts spent on negotiations for the various bargaining units. The charts below indicate the amounts spent.



Negotiation expenses for 11 Private Sector Bargaining Units totalled \$96,514.00.

7. LOCAL FINANCIAL REPORTS

The National Board of Trustees reviewed the Annual Financial Statements received from the Locals covering the period of July 1, 2012 to June 30, 2013.

Financial Statement forms covering the period of review were sent to the Locals in accordance with section 9.30 of the National Constitution. The obligation of submitting an Annual Financial Statement by each Local to the National Secretary-Treasurer is contained within section 9.29 of the National Constitution.

	Number of Locals in Region	Reports not received 2012-13	Locals under Trusteeship	Non-payment to Labour Council ⁽¹⁾
Atlantic	35	2	0	18
Quebec	32	1	0	11
Montreal	2	0	1	0
Central	36	5	0	16
Toronto	2	2	0	2
Ontario	29	4	1	7
Prairie	35	15	1	10
Pacific	36	8	0	15
Total	207	37 37	3	79

⁽¹⁾ Non-payment to Labour Council does not include those Locals that have not filed a 2012-2013 Annual Financial Statement, thus there is no way to determine if such payment was made, or if they are exempt from this payment.

- There were 37 Locals that did not submit their July 1, 2012 to June 30, 2013 annual financial statements, an increase of 4 Locals from the 2011-2012 reporting period.
- There were 79 Locals that did not submit the per capita dues payment to Labour Councils. This represents a decrease of 23 Locals from the 2011-2012 reporting period. This is a requirement under section 9.42 of the National Constitution.
- A few Locals are not submitting their Annual Financial Statement on the proper form, as sent to Locals by the National Secretary-Treasurer. Some Locals are not completing all information lines on the statement and 69 statements do not balance.
- The 37 Locals that did not submit their July 1, 2012 to June 30, 2013 Annual Financial Statements, plus the 69 Locals whose Annual Financial Statements did not balance, represent 51 % of the total number of Locals.
- Some Locals have more funds other than the General Fund. We found that some Locals report all fund accounts, while others do not.
- There are three Locals who have not filed an Annual Financial Statement in six years, one Local has not filed in five years, three Locals have not filed in four years, three Locals have not filed in three years and five Locals have not filed in two years.

Therefore the National Board of Trustees recommends:

- That the National Secretary-Treasurer, in conjunction with the National Directors of each region, contact all Locals in writing as a reminder to meet their obligations under section 9.29 of the National Constitution. A copy of said notice to be placed in the Local Annual Financial Statement file at National Office.

In June of each year, all Locals are advised in writing of their obligation under section 9.29 of the National Constitution. Locals that fail to submit their Annual Financial Statements (AFS) by the end of September are sent a written reminder, a copy of which is placed in their file at the National Office.

- That the National Secretary-Treasurer, in conjunction with the National Directors of each region, contact all Locals in writing as a reminder to meet their obligations under section 9.42 of the National Constitution. A letter of explanation for non-payment to District Labour Council to accompany the Annual Financial Statement.

The letter to Locals referred to above provides instructions on completing the AFS and includes reference to section 9.42 of the National Constitution. Those instructions will be amended to require Locals who report no per capita payments to a District Labour Council to provide an explanation for same.

- That the National Secretary-Treasurer, in conjunction with the National Director of each region, continue to contact applicable Locals in writing, reminding them to submit the Annual Financial Statement using the proper statement form.

Section 9.30 of the National Constitution exempts Locals using the services of a chartered accountant from using the National supplied form for the AFS. Those not using a chartered accountant for preparation of their financial statements are expected to use the National form or an electronically generated facsimile which provides the information in the same format as our form.

- That the National Secretary-Treasurer, in conjunction with the National Directors of each region, continue to provide education and/or one-on-one assistance to Locals to ensure that they submit balanced Annual Financial Statements, as per sections 9.29 and 9.30 of the National Constitution.

The National course for Local Secretary-Treasurers includes a section on preparing bi-monthly and annual reports. The course is provided on a regular basis. The National Secretary-Treasurer provides one to one coaching for Local Secretary-Treasurers experiencing difficulties and National Directors are always prepared to assist Local Executives in carrying out their duties.

The request for on-line education has been referred to the education department for their consideration.

- That the National Secretary-Treasurer, in conjunction with the National Directors of each region, contact all Locals in writing to report on all funds of the Local.

The letter referred to in response 7.1 has been amended to direct Locals on the need to fully report on all funds held by the Local.

- That the National Secretary-Treasurer in conjunction with the National Directors, contact the applicable Locals in writing to investigate this non-compliance under section 9.29 of the National Constitution. The National Secretary-Treasurer, if not satisfied with the results of the investigation, shall apply section 9.31 of the National Constitution.

Locals not in compliance with section 9.29 of the National Constitution for greater than one fiscal year are currently having their rebates withheld, as per section 9.31 of the National Constitution.

8. EXPENSES FOR REGIONAL ACTIVITIES

The National Board of Trustees examined the expense accounts with respect to union activities for which the National Directors have received an advance. During the verification, 35 activities were held in the eight regions.

8.1 All regions have submitted their expense reports required under section 5.13 of the National Constitution. The vouchers included were clear and easy to check.

We, the National Board of Trustees, appreciate the work done by the regions in submitting their activity reports, and ask them to continue their efforts in this regard.

8.2 All regions had an outstanding balance as of June 30, 2013. This is to be expected because of the timeframe involved between the advance going out, holding the activity and then the final reconciliation of the accounts.

9. EXPENSES FOR REGIONAL OFFICES

The National Board of Trustees reviewed the files containing bank statements, reconciliation reports, forms and receipts for the expenses of regional offices for the period of July 1, 2012 to June 30, 2013.

9.1 The Metro-Toronto, Prairie and Pacific Regional Offices' expenses are paid by National Office. The other five regions have submitted their monthly expense reports.

- 9.2
- In one region, reconciliation reports for both office expenses and meetings (activity account) were not filled out properly for this verification.
 - One region did not send the reconciliation report for meetings (activity account) in to National.

Therefore, the National Board of Trustees recommends:

- That the National Directors ensure that all copies of bank reconciliation reports, for all accounts, be filled out completely and submitted to National Office.

The National Secretary-Treasurer has directed staff to work with the specific Regional Offices to correct any deficiencies in the bank reconciliation process.

10. ARBITRATION COSTS

During this verification, the National Board of Trustees verified costs associated with the arbitration process for the period of July 1, 2012 to June 30, 2013.

The charts below indicate:

- Arbitration costs 2012-2013 for National and Regional Offices (includes arbitrators, cancellation fees, legal fees, witness fees, worker advocates, professional fees and other)
- Legal fees
- Worker Advocates

ARBITRATION COSTS	
July 1, 2012 to June 30, 2013	
National	\$ 681,280.15
Atlantic	\$ 250,923.30
Quebec	\$ 190,430.93
Montreal	\$ 241,691.31
Central	\$ 140,272.84
Toronto	\$ 445,734.97
Ontario	\$ 576,115.38
Prairie	\$ 318,680.70
Pacific	\$ 254,984.67
Total	\$ 3,100,114.25

The above table totals \$3,100,114.25 and from this amount, we have broken down the cost of legal fees and worker advocates, for National and Regional Offices.

LEGAL FEES	
National	\$ 469,092.49
Atlantic	\$ 3,539.15
Quebec	\$ 84,050.75
Montreal	\$ 127,749.53
Central	\$ 37,811.80
Toronto	\$ 275,693.42
Ontario	\$ 273,571.45
Prairie	\$ 0.00
Pacific	\$ 38,184.09
Total	\$ 1,309,692.68

WORKER ADVOCATES	
National	\$ 0.00
Atlantic	\$ 634.96
Quebec	\$ 416.39
Montreal	\$ 0.00
Central	\$ 0.00
Toronto	\$ 0.00
Ontario	\$ 0.00
Prairie	\$ 0.00
Pacific	\$ 19,673.68
Total	\$ 20,725.03

The National Board of Trustees believe that there is room to improve legal fees costs.

Therefore, the National Board of Trustees recommends:

- Training and using Worker Advocates for the arbitration process, as per section 10.08 (i).

The National Executive Board is concerned that some of the expenses making up the totals provided to and reported by the Trustees may have been misclassified and a review is being done to ensure the accuracy of the figures.

The Union has provided training in regular arbitration to Union Representatives as well as to Worker Advocates in regions utilizing Worker Advocates. Formal arbitration training has not been recently provided but is being planned. Union Representatives are taking on an increasing number of formal arbitration cases and this trend will continue to reduce the Union's reliance on lawyers.

- Union Representatives having a bigger role in the arbitration process.

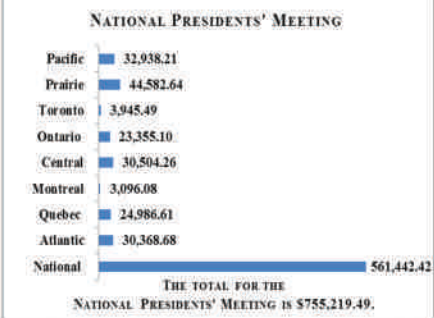
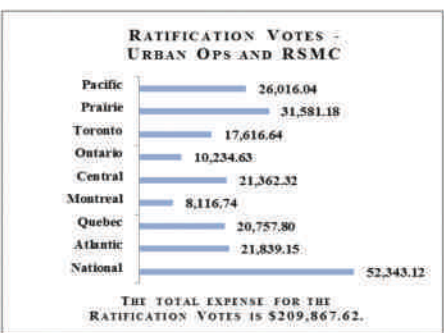
There is an expectation that Union Representatives take on more formal arbitration cases at the Regional and National levels. National Union Representatives will be given some regular arbitration files to increase their skill and confidence to take on formal files.

11. EXPENSES FOR NATIONAL ACTIVITIES

11.1 The National Board of Trustees reviewed the expenses for the following National Activities for the period of July 1, 2012 to June 30, 2013.

During this verification, the National Board of Trustees reviewed the expenses for:

- Ratification Votes
- National Presidents' Meeting – April 2013



11.2 The National Board of Trustees reviewed the expenses for the second session of the Union Education Program held in Port Elgin in 2012. This was the only Port Elgin education program held during this mandate of 2011-2015. The participants were increased from 40 to 50.

- Level 3 in October 2012;
- Level 4 in November 2012.

The total expenditures for these two sessions was \$369,021.11.

11.3 OTHER MANDATED NATIONAL MEETINGS

As per audited Financial Statements to June 30, 2013, high to low values:

ACTIVITY NAME	EXPENSES
National Human Rights Committee	\$ 184,130
National Women's Committee	\$ 55,234
National Board of Trustees	\$ 42,865
National Work Measurement Committee	\$ 22,206
National Health and Safety Committee	\$ 16,449
National Disciplinary Committee	\$ 9,425

Therefore, the National Board of Trustees recommends:

- That the National Executive Committee endeavour to find means of reducing costs of all National activities and meetings without negatively affecting the work of these groups.

All members of the National Executive Committee, and of the National Executive Board, are aware of the financial constraints the Union is facing. In planning and carrying out activities, they attempt to be as cost conscious as possible and endeavour to limit expenses by various means. They negotiate lower contract prices, find savings through combining activities, negotiate national contracts, etc.

12. REVIEW OF STATEMENT OF EXPENSES

The National Board of Trustees examined the individual statement of expense reports of the National and Regional Officers and Union Representatives. We also examined the individual statement of expense reports for the Alternate Union Representatives and contract employees working for the Union.

We noted, with concern, that some individuals demonstrate a lack of concern for the administrative, financial and constitutional affairs of the Union. Reports are still being turned in late and too often are being combined over several months and there is an ongoing concern surrounding over and possible misuse of some resources.

12.1 During this verification it is, *again*, noted that individual monthly expense reports from some individuals were combined over several months rather than being submitted monthly. It is imperative that these reports be submitted monthly, whether expenses were incurred or not, so as to have an accurate and timely accounting for all types of leave.

12.2 Travel and vehicle authorizations are often not dated or signed and if submitted at all, it is often after the date the travel has occurred. It is clearly outlined in sections 7.53, 7.54, 7.55 and 7.56 what authorizations are required and therefore causes concern that these authorizations are not always occurring. Although the Constitution does not call for pre-authorization of expenses, in the response to the recommendation from the first verification for the 2011-2015 term of the National Board of Trustees, it was stated: "The travel authorization procedure adopted by the National Executive Board contemplates pre-authorization for all travel and there is an expectation the process will be followed."

12.3 Cell phone billing has improved greatly in the past few verifications and this is to be commended. There are, however, some members being reimbursed well above the national average monthly cost per cell phone of approximately \$55.00.

12.4 In the previous verification, the National Board of Trustees recommended introducing a vehicle log book for all vehicles operated by Officers and Union Representatives, be they owned or rented by the Union. The use of this log book would go a long way towards removing the perception of Union vehicles being used for personal use and would allow for a means for accounting for any personal use, as required under the guidelines of the Canada Revenue Agency.

12.5 As has been the case since the 5th verification of the 2005-2008 mandate of the National Board of Trustees, the use of rental vehicles continues to be a major concern. Past responses to the National Board of Trustees referenced the cost analysis revealing no net benefit to the Union as well as convenience factors; therefore rentals were to be considered preferable. However, in some regions, vehicles continue to be rented on an ongoing basis and not on an as needed basis. Understanding that this, in some instances is a more cost effective alternative to renting on a day-to-day basis, it does however lead to a perception of these same vehicles being used not only for Union business but also for non-Union (personal) purposes, which becomes a taxable benefit to those concerned under the guidelines of the Canada Revenue Agency.

CAR RENTALS	
National	\$ 28,102.83
Atlantic	\$ 5,057.54
Quebec	\$ 7,256.23
Montreal	\$ 0.00
Central	\$ 10,671.53
Toronto	\$ 37,415.63
Ontario	\$ 75,053.55
Prairie	\$ 20,233.66
Pacific	\$ 8,419.88
Total	\$ 192,210.85

12.6 It was noted in the previous verification that there is no means of verifying or cross referencing claims for per diems. After reviewing the minutes of the National Executive Committee for 2013, it is noted that the response to the recommendation from the previous verification are not followed through.

PER DIEMS	
National	\$ 131,729.11
Atlantic	\$ 31,787.49
Quebec	\$ 36,708.30
Montreal	\$ 11,116.10
Central	\$ 28,721.20
Toronto	\$ 26,473.43
Ontario	\$ 31,615.80
Prairie	\$ 59,702.21
Pacific	\$ 37,520.97
Total	\$ 395,374.61

Therefore, the National Board of Trustees recommends:

12.1 That the National Secretary-Treasurer communicate to all officers and Union Representatives the importance of submitting *monthly* expense reports including notations for all types of leave used in that month.

A memo will be sent to all officers and Union Representatives reminding them of the importance of submitting expense reports on a monthly basis and of ensuring leave taken in that month is properly reported.

12.2 That the National Secretary-Treasurer communicate, in hard copy, to all officers and Union Representatives the importance of providing the necessary authorization forms with their monthly expense reports and their constitutional obligations to do so.

Officers and Union Representatives have been provided with a written reminder of the need to include properly completed travel authorization forms. Reports that are incomplete are not being processed until the deficiencies have been corrected.

12.3 That the National Secretary-Treasurer ensure that all members who remain on private cell phone plans are not reimbursed at more than the average monthly cost associated with the national cell phone plan, which has been communicated to the National Board of Trustees as \$55 per month.

The recommendation of the National Board of Trustees is currently in place.

12.4 That the use of vehicle log books, as referenced in previous verifications, become mandatory for all vehicles whether rented or owned by the Union. This not only allows for an easier verification process, but also allows for an accounting of personal usage and the taxable benefit under Canada Revenue Agency guidelines attributable to this usage.

Vehicle log books are being provided for use in all Union-owned vehicles and those on long-term rental.

12.5 That section 7.43 of the National Constitution be followed.

The National Executive Board will proceed to purchase vehicles for the two Regions without a Union-owned vehicle that also rely on long-term rentals.

12.6 That the National Secretary-Treasurer, in conjunction with the National Executive Committee, put in to hard copy the existing guidelines surrounding per diem claims and communicate these to all levels of the Union, as well as require all officers and Union Representatives to include as part of their monthly expense report, a daily activity report similar to the one currently being used by some members, supporting per diem claims.

This recommendation will be examined in depth at the National Directors portion of the NEC/REC meeting scheduled for June 9 to 11, 2014. The results of those discussions will be shared in writing with all levels of the Union.

13. ATTENDANCE

The National Board of Trustees reviewed annual, pre-retirement, sick leave and personal days taken by National and Regional Officers and Union Representatives.

The National Board of Trustees confirmed that attendance records are based on the honour system, where individual officers and Union Representatives are responsible for reporting their attendance on their monthly expense report.

For the 2012-2013 fiscal year, approximately 2,492 days of annual leave, representing approximately \$650,000, were unused as of June 30, 2013, which represents an increase of approximately 300 days over the 2011-2012 fiscal year.

We also noted that out of the 67 National and Regional Officers and Union Representatives covered by this verification, 14 had 12 weeks or more of annual leave credits carried forward while 11 had between 6 and 11 weeks carried forward.

The National Board of Trustees also noted that the National Executive Board’s response to Attendance in the second verification, where it states: “The recommendation in the remaining three bullets will be considered in depth by the National Executive Board at its June 2013 meeting mandated under section 4.03 of the National Constitution”, did not occur.

Therefore the National Board of Trustees again recommends:

- That the National Secretary-Treasurer ensure that all officers and Union Representatives submit monthly attendance records.

Leave taken by officers and Union Representatives is reported on expense reports that are required to be submitted on a monthly basis.

The recommendations in the remaining three bullets will be considered in depth by the National Executive Board at its June 2014 meeting mandated under section 4.03 of the National Constitution.

- That all officers and Union Representatives are encouraged to use their annual leave, and that section 7.38 of the National Constitution is applied to outstanding leave balances at the end of each fiscal year.
- That the National Secretary-Treasurer develop and implement an attendance policy and procedure to be used at the Regional and National levels, to ensure reporting of annual leave and “personal days”.
- That the National Secretary-Treasurer develop and implement the use of a national leave form to be used by all officers and Union Representatives.

14. INSURANCE

As provided for under section 4.99 (a) of the National Constitution, the National Board of Trustees verified that a national insurance policy was in place to cover reasonable risk of loss, as of June 30, 2013. The insurance policy contains dishonesty coverage up to \$50,000 per occurrence.

The insurance policy has been available in both official languages (French and English) since June 30, 2013.

15. TERMINATION OF EMPLOYMENT AND MOVING

The National Board of Trustees reviewed the amounts paid to National and Regional Officers and Union Representatives who took or left office between July 1, 2012 and June 30, 2013.

Based on the information made available to us, the following amounts were paid out:

- Moving and relocation expenses (section 7.39) paid to 7 members \$ 77,659.09
- Unused annual leave (3.75 days) \$ 940.60
- Total: \$ 78,599.69

The one member who left his/her position had accumulated 3.75 days of unused annual leave credits, for which \$940.60 had to be disbursed. No members left their positions under section 12.02.

16. INVENTORY LISTS FOR NATIONAL AND REGIONAL OFFICES

In order for the National Secretary-Treasurer to do a proper accounting of the assets of the Union, as per section 4.55 of the National Constitution, it would require an inventory list from National Office as well as all eight Regional Offices. These lists should include all items purchased by union funds such as filing cabinets, office furniture, etc., essentially all items excluding office supplies.

The National Board of Trustees found that there was only one update for the inventory list at the National Office for this verification period but seven out of the eight regions do not have an inventory list that is kept by the National Office. The one region that has an inventory list at the National Office has not been updated during this verification period.

The National Office has taken the lead to have video and pictures taken of its inventory list but no attempt has been made by the Regional Offices to have their inventory videotaped or photographed.

Therefore the National Board of Trustees recommends:

- That a completed inventory list of the seven regional offices be submitted to the National Office by June 1, 2014.

The Regional Office inventories will be updated and completed before September 1, 2014.

- That the one region that already has its inventory list at the National Office ensure that it is fully updated.
- That video and picture record for inventory purposes be also implemented at the regional offices.

Each Regional Office will conduct a video recording of its contents to be submitted with its updated inventory list.

- That the inventory list for Regional Offices be conducted by the member of the National Board of Trustees belonging to said region.

The National Executive Board believes it is outside of the mandate of the National Board of Trustees to perform this work. There appears to be an inherent conflict of interest to have the trustees create the records they in turn will review.

17. UNION FUNDS

17.1 The National Board of Trustees reviewed the annual audited financial statements prepared by the accounting firm of Marcil Lavallée. These annual audited statements (2012-2013) provide data relating to the General Fund, Defence Fund and Reserve Fund.

As provided for in section 7.13 of the National Constitution, the following is a table providing the amount in each fund to June 30, 2013 in comparison with June 30, 2012.

	June 30, 2013	June 30, 2012
General Fund	\$ 0	\$ 0
Defence Fund	\$ 17,354,511	\$ 16,916,909
Reserve Fund	\$ 8,105,210	\$ 5,286,565

17.2 As provided for in section 7.20 of the National Constitution, the monies normally deposited in the Defence Fund were deposited into the General Fund.

17.3 The National Board of Trustees found, for the verification period, that the 5% transfers to the Reserve Fund were made monthly as per section 7.17 of the National Constitution.

Two and one-half percent (2.5%) of the Reserve Fund is allocated to external organizing activities, as per section 7.17 of the National Constitution.

18. CUPW BUILDING SOCIETY

CUPW Building Society was incorporated under the *Business Corporations Act of Ontario*. The Society was then continued under the *Business Corporations Act of Ontario* on June 16, 2009. The Society is the owner of three buildings, two condominium offices and five residential condominium apartments:

- CUPW National Office at 377-385 Bank Street in Ottawa, Ontario;
- CUPW Ontario Region at 344 Sovereign Road in London, Ontario;
- CUPW Pacific Region at 999 Camarvon Street in New Westminster, British Columbia;
- Five residential condominiums located at 1223 Wellington St. in Ottawa, Ontario;
- CUPW Quebec Region at 5000 des Gradins Boulevard, Suite 340, in Quebec City, Quebec;
- CUPW Metro-Montreal Region at 565 Crémazie East, room 4400 in Montreal, Quebec.

Funding for purchase of the properties and share capital was obtained through investments of the Defence Fund which are non-interest bearing and have no defined terms of repayments. Based on the audited financial statements as of June 30, 2013, the balance on the commercial mortgage loan (from the Toronto Dominion Bank) is \$917,727 for the residential condominium apartments. The net value of the assets listed above of CUPW Building Society is \$9,071,407.

19. FINANCIAL REPORTS

19.1 The National Board of Trustees found that financial statements covering the period under review were not sent to the Locals in accordance with section 4.50 of the National Constitution.

19.2 The National Board of Trustees reviewed the budget sent to Locals under section 7.02 of the National Constitution and adopted by the National Executive Board at its August 15, 2013 meeting.

19.3 The National Board of Trustees reviewed statements for the 2012-2013 fiscal year, as audited by the audit firm of Marcil Lavallée and adopted by the National Executive Board at the meeting held in January 2014. The balances of the various union funds have been reported in items 17.1 of this report.

20. CUPW ADMINISTRATIVE STAFF

20.1 All the staff working at the National and Regional Offices are covered by collective agreements negotiated between CUPW and their respective union.

	Canadian Office and Professional Employees Union (COPE 225)	Canadian Union of Public Employees (CUPE 1979)
Number of employees	47 plus 1 replacement at the national office	22 plus 1 temporary
Collective agreement's starting date	January 1, 2012	August 16, 2009
Collective agreement's expiry date	June 30, 2015	August 15, 2013

20.2 As of June 30, 2013, there were three administrative employees who were covered by individual contracts with CUPW. They are as follows with contract expiry dates.

- | | |
|--|---------------|
| 1. Director of Finance and Administration: | April 2016 |
| 2. Director of Information Technology: | December 2014 |
| 3. Director of E-Business: | August 2012 |

20.3 It has been noted for the fiscal year ending June 30, 2013 that approximately 226 days of annual leave for COPE 225 members, at the National and Regional Offices, were unused and carried forward with an approximate value of \$56,000.00.

For the CUPE 1979 bargaining unit members at National Office, approximately 726 days of unused annual leave were carried over for an estimated value of \$192,390.00.

The chart below reflects the amount of weeks of unused annual leave carried over for 47 COPE 225 members and for 22 CUPE 1979 members.

	No. of staff with carry over leave	Under 7 days	Between 1 – 3 weeks	Between 3 – 12 weeks	Over 12 weeks
COPE 225	19	9	5	4	1
CUPE 1979	22	5	7	5	5

The unrealized cost to the Union of approximately \$248,390.00 resulting from unused annual leave by COPE 225 and CUPE 1979 staff is a serious concern to the National Board of Trustees.

21. JOE DAVIDSON FUND

The National Board of Trustees reviewed documentation indicating that the education bursaries had been granted under section 11.04 of the National Constitution.

In August 2012, one Sister from the Prairie Region, received an education bursary totalling \$8,276.68 for per diem, travel, registration fees, child care and lost wages to attend the CLC Labour College of Canada. Another Sister from the Ontario Region, received an education bursary totalling \$7,698.30 for registration fees, per diem, travel and lost wages to attend an education course in May 2013 at the CLC Labour College of Canada.

22. PAYMENT OF LEAVE FOR UNION BUSINESS (CLAUSE 26.06) OF THE URBAN COLLECTIVE AGREEMENT

22.1 Based on information received this third verification, as of June 30, 2013, the sum of \$198,103.96 has been paid by the National Office to Canada Post Corporation for all outstanding Union leave pre-April 2000, leaving a balance from one Local of \$6,441.09.

The National Office will continue to pursue all outstanding amounts from the applicable Locals.

22.2 For the third verification period of July 1, 2012 to June 30, 2013, the National Board of Trustees also reviewed the amounts pertaining to Local union business leave withheld by Canada Post Corporation from the national union dues remittance as per clause 26.06 (h).

Amounts withheld:

July 2012	\$ 18,701.23
August 2012	\$ 18,688.78
September 2012	\$ 23,905.68
October 2012	\$ 27,047.01
November 2012	\$ 22,179.91
December 2012	\$ 17,007.57
January 2013	\$ 39,410.45
February 2013	\$ 20,928.80
March 2013	\$ 37,423.62
April 2013	\$ 19,429.59
May 2013	\$ 28,517.58
June 2013	\$ 21,096.42

This 12-month total of \$294,336.64 is a significant decrease of \$306,947.83 from the previous 12 month verification.

22.3 The practice of several Locals is to have the National Office deduct the monthly Union leave owed on a regular basis from their Local rebates. The National Board of Trustees is concerned that Locals may not be following the steps set out in clause 26.06 in particular 26.06 (f) prior to having the billing by Canada Post Corporation deducted from their dues rebate by the National Office.

Clause 26.06 (f) states:

“Should the Union, or the Local of the Union, as the case may be, believe that the invoice contains an error, the Union, or the Local of the union, shall provide written details of the alleged error to the Corporation within the time frame mentioned in paragraph 26.06 (d). Any amounts claimed which are not disputed on the invoice shall be paid in accordance with paragraph 26.06 (d).”

If Local billings sent out by Canada Post Corporation are not checked for errors by the Locals concerned then the National Office has no way of knowing if these errors actually exist. This may result in Canada Post Corporation being paid money they are not entitled to, but in fact belongs to the Local. In the 2011-2012 fiscal year, a total of 446 months of Union leave was deducted from Local rebates. The 2012-2013 fiscal year shows a slight decrease of 126 months.

Therefore, the National Board of Trustees recommends:

22.1 That the National Secretary-Treasurer continue to recover the Pre-April 2000 outstanding amount from the applicable Local. The National Secretary-Treasurer shall ensure, as stated in the National Board of Trustees second verification, that the Pre-April 2000 outstanding amount be fully recovered by the end of the 2013-2014 fiscal year.

The recovery of Pre-April 2000 outstanding amounts has been completed within the 2013-2014 fiscal year.

22.2 That the National Union continue to recover current outstanding union leave payments and that it provide guidance (training/education) to the Locals who do not make payments appropriately, as per clause 26.06 of the Urban Collective Agreement.

The system of recovery from Local rebates of amounts withheld by the Corporation is ongoing and presents no liability to the National Union. Where Locals are identified as problematic in the process, the National Director is contacted to intervene with the Local.

22.3 That the National Secretary-Treasurer continue to copy the applicable National Director on the monthly letter sent to Locals under subject matter “Outstanding Invoices Deducted by CPC”.

The National Office has put in place the procedure to ensure the respective Regional Office (National Director) is copied on correspondence to Locals concerning billings for Union business.

23. APPENDIX “AA”

The National Board of Trustees has verified the cost of the Appendix “AA” Committee for the period of July 1, 2012 to June 30, 2013.

The Committee consists of two CUPW members working with the Corporation to identify, conduct and evaluate collection and delivery related projects.

CUPW has paid \$95,943.31 as our share of the costs of this committee.

24. TRANSITION COMMITTEE

The Transition Committee ceased its activities in December 2012. As of June 2013, Canada Post still owed \$15,080.68 for the period of July 1st, 2012 to December 31, 2012.

25. COLLECTIVE AGREEMENT FUNDS

The National Board of Trustees reviewed the various collective agreement funds negotiated for the benefit of the members.

	Based on the audited financial statements from July 1, 2012 to June 30, 2013		
	Child Care Fund	International Fund	Education Fund
Revenues	\$ 1,700,093.63	\$ 174,589.46	\$ 2,639,094.49
Expenses	\$ 1,832,463.16	\$ 174,589.46	\$ 2,326,069.69
(Deficit)/Surplus	(\$ 132,369.53)	\$ --	\$ 313,024.80
Balance as of June 30, 2013	\$ 3,351,310.47	\$ 200,000.00	\$ 1,483,033.80

The financial statements were prepared in accordance with the Accounting Standards for Not-for-Profit Organizations (ASNPO) and were revised retroactively to the fiscal year 2011-2012.

EDUCATION FUND – PRIVATE SECTOR BARGAINING UNITS

The National Board of Trustees also reviewed the education funds for the private sector bargaining units. Based on a computer printout as of June 30, 2013, the balances are as follows:

• RMS Pope (Atlantic)	\$ 1,000
• SMC – Bedford (Atlantic)	\$ 23,580
• Easy Express – Fredericton (Atlantic)	\$ 1,000
• Bee Clean – Windsor (Ontario)	\$ 450
• Bee Clean – Hamilton (Ontario)	\$ 1,300
• Bee Clean – Waterloo (Ontario)	\$ 150
• Dynamex – Red River (Prairies)	\$ 28,465
• Total	\$ 55,945

26. EXTERNAL ORGANIZING

26.1 According to information received during this verification, the current status of funds being used for external organizing is:

Balance as of June 30, 2012	\$ 996,675.84
Plus 2.5% from the Reserve Fund (from July 1, 2012 to June 30, 2013)	\$ 748,825.17
Less expenses for the period of July 1, 2012 to June 30, 2013	(\$ 267,410.27)
Balance as of June 30, 2013	\$ 1,478,090.74

It should be noted that related legal fees are not charged to the External Organizing Fund.

26.2 For the period under verification, we noted that, out of the 24 active private sector units,

- four units of RMS Pope have not paid Union dues to the National Office. The recovery process is underway;

We will continue to monitor this matter closely during the next verification.

In terms of the Education Fund, of the three units that participate, the Union has received funds from Dynamex Red River and EMC Bedford.

27. CHECK-OFF AND MEMBERSHIP

In accordance with sub-section 4.99 (e) of our National Constitution, the National Board of Trustees has audited membership and check-offs for the period of July 1, 2012 to June 30, 2013.

The information and statistics come from computerized statements made available to us for analysis. The reports indicate all employees working either “full-time,” “part-time,” or on a “temporary” basis, as well as their status, as defined in the National Constitution and the various collective agreements. They are:

- Full-time, part-time and temporary “members in good standing”;
- Full-time, part-time and temporary “members”;
- Full-time, part-time and temporary “Rand” members.

Notes:

- The terms “member in good standing” (MIGS) and “member” are defined in sections 1.04 and 1.07 of the National Constitution.

- The term “Rand” refers to the formula in section 70 of the Canada Labour Code for collecting Union dues from employees who have not become members or who have lost membership status as per section 1.11 of the National Constitution.

- Even though verifications are now conducted on annual basis, the National Board of Trustees wishes to continue reporting on check-off and membership on a six-month basis so as to present a more detailed breakdown.

- For the period of July 1st 2012 to June 30th, 2013, membership decreased by about 3 % (1,502 members).

CHART 1
(All figures have been rounded off)

AVERAGE NUMBER OF MEMBERS IN GOOD STANDING, MEMBERS AND RAND MEMBERS BY BARGAINING SECTORS JULY 1 TO DECEMBER 31, 2012				
	URBAN OPERATIONS	RSMC	PRIVATE SECTOR	TOTAL
Average: July 1 to December 31, 2012	45,063	7,665	728	53,456
Average: January 1 to June 30, 2012	44,652	7,435	571	52,658
Variation	411	230	157	798

AVERAGE NUMBER OF MEMBERS IN GOOD STANDING, MEMBERS AND RAND MEMBERS BY BARGAINING SECTORS JANUARY 1 TO JUNE 30, 2013				
	URBAN OPERATIONS	RSMC	PRIVATE SECTOR	TOTAL
Average: January 1 to June 30, 2013	43,437	7,771	746	51,954
Average: July 1 to December 31, 2012	45,063	7,665	728	53,456
Variation	(1,626)	106	18	(1,502)

CHART 2
(All figures have been rounded off)

AVERAGE NUMBER OF MEMBERS IN GOOD STANDING, MEMBERS AND RAND MEMBERS WORKING FULL-TIME, PART-TIME OR ON A TEMPORARY BASIS JULY 1 TO DECEMBER 31, 2012				
	FULL-TIME	PART-TIME	TEMPORARY	TOTAL
Average: July 1 to December 31, 2012	39,465	6,346	7,645	53,456
Average: January 1 to June 30, 2012	40,076	6,486	6,096	52,658
Variation	(611)	(140)	1,549	798

AVERAGE NUMBER OF MEMBERS IN GOOD STANDING, MEMBERS AND RAND MEMBERS WORKING FULL-TIME, PART-TIME OR ON A TEMPORARY BASIS JANUARY 1 TO JUNE 30, 2013				
	FULL-TIME	PART-TIME	TEMPORARY	TOTAL
Average: January 1 to June 30, 2013	38,338	6,117	7,499	51,954
Average: July 1 to December 31, 2012	39,465	6,346	7,645	53,456
Variation	(1,127)	(229)	(146)	(1,502)

CHART 3
(All figures have been rounded off)

AVERAGE NUMBER OF MEMBERS BY STATUS JULY 1 TO DECEMBER 31, 2012				
	MEMBERS IN GOOD STANDING	MEMBERS	RAND	TOTAL
Average: July 1 to December 31, 2012	47,393	1,927	4,548	53,868
Average: January 1 to June 30, 2012	47,401	2,182	3,476	53,059
Variation	(8)	(255)	1,072	809

Note: 412 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2012.

401 lifetime members are included in the number of members in good standing for the period of January 1 to June 30, 2012.

In accordance with section 1.21 of the National Constitution, 94 members have received Retired Member status in CUPW but are not included in the above charts.

AVERAGE NUMBER OF MEMBERS BY STATUS JANUARY 1 TO JUNE 30, 2013				
	MEMBERS IN GOOD STANDING	MEMBERS	RAND	TOTAL
Average: January 1 to June 30, 2013	46,153	2,050	4,176	52,378
Average: July 1 to December 31, 2012	47,393	1,927	4,548	53,868
Variation	(1,240)	123	(372)	(1,490)

Note: 424 lifetime members are included in the number of members in good standing for the period of January 1 to June 30, 2013.

412 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2012.

In accordance with section 1.21 of the National Constitution, 101 members have received Retired Member status in CUPW but are not included in the above charts.

CHART 4
(All figures have been rounded off)

AVERAGE NUMBER OF MEMBERS BY REGION, GROUP AND BARGAINING SECTORS JULY 1 TO DECEMBER 31, 2012									
REGION	URBAN OPERATIONS						PRIVATE	RSMC	GRAND TOTAL
	GROUP 1	GROUP 2	GROUP 3	GROUP 4	UN- KNOWN	TOTAL			
Atlantic	1,237	1,437	31	6	11	2,722	124	933	3,779
Quebec	905	2,357	5	0	1	3,268	18	1,542	4,828
Metro-Montreal	2,819	3,288	161	10	12	6,290	37	208	6,535
Central	1,573	2,184	36	6	3	3,802	91	1,157	5,050
Metro-Toronto	4,203	3,147	225	17	5	7,597	96	354	8,047
Ontario	2,018	5,091	63	10	1	7,183	84	1,371	8,638
Prairie	3,210	4,447	113	16	2	7,788	228	1,429	9,445
Pacific	2,213	4,120	70	6	4	6,413	50	671	7,134
Total	18,178	26,071	704	71	39	45,063	728	7,665	53,456

AVERAGE NUMBER OF MEMBERS BY REGION, GROUP AND BARGAINING SECTORS JANUARY 1 TO JUNE 30, 2013									
REGION	URBAN OPERATIONS						PRIVATE	RSMC	GRAND TOTAL
	GROUP 1	GROUP 2	GROUP 3	GROUP 4	UN- KNOWN	TOTAL			
Atlantic	1,149	1,415	30	6	11	2,611	128	937	3,676
Quebec	864	2,308	5	0	0	3,177	18	1,534	4,729
Metro-Montreal	2,753	3,137	161	9	0	6,060	37	229	6,326
Central	1,488	2,126	35	5	0	3,654	91	1,182	4,927
Metro-Toronto	4,053	3,048	215	16	8	7,340	89	358	7,787
Ontario	1,937	4,877	63	10	1	6,888	86	1,391	8,365
Prairie	3,029	4,328	119	16	2	7,494	239	1,461	9,194
Pacific	2,145	3,990	69	6	3	6,213	58	679	6,950
Total	17,418	25,229	697	68	25	43,437	746	7,771	51,954

CHART 5
(All figures have been rounded off)

BREAKDOWN OF FUNDS RECEIVED JULY 1 TO DECEMBER 31, 2012	
Dues received ⁽¹⁾	\$ 22,450,113.82
Local rebates	\$ (5,236,331.45)
Local assessments	\$ (241,667.18)
Additional Local rebates (section 7.08)	\$ (383,878.00)
Federation of Labour Per Capita	\$ (245,284.27)
Optional Insurance	\$ (930,301.58)
Basic Life Insurance	\$ (571,603.39)
Dues unapplied and Suspended	\$ (24,728.74)
Reserve Fund	\$ (745,188.34)
General Fund	\$ (14,071,130.87)

⁽¹⁾ The above indicates total funds received and their distribution for the period of the verification.

BREAKDOWN OF FUNDS RECEIVED JANUARY 1 TO JUNE 30, 2013	
Dues received ⁽¹⁾	\$ 22,742,325.50
Local rebates	\$ (5,323,476.40)
Local assessments	\$ (211,320.64)
Additional Local rebates (section 7.08)	\$ (383,531.00)
Federation of Labour Per Capita	\$ (242,539.39)
Optional Insurance	\$ (923,096.72)
Basic Life Insurance	\$ (559,755.38)
Dues unapplied and Suspended	\$ 6,488.82
Reserve Fund	\$ (757,585.30)
General Fund	\$ (14,347,509.49)

⁽¹⁾ This amount includes, as of June 30th, 2013, the sum of \$997,307.49 (section 7.09 of the National Constitution). To cover certain requirements, the National Executive Board can, by a two-third affirmative vote, levy special assessments on all members. These special assessments may not, however, exceed \$10.00 in any one year. This amount will be subtracted from the members’ paycheques in August of 2012 to 2015.

28. CONCLUSION

The National Board of Trustees noted the decline in revenues for this verification period. It is anticipated that revenues will continue to decline at a much higher rate with the Canada Post Corporation’s December 11, 2013 announcement of the reduction of a minimum of 8,000 jobs. This reduction would have a financial impact of over \$7,000,000.00 per year.

The National Board of Trustees want to express to the National Executive Board and membership our concerns for the continued financial wellbeing of our Union.

Whether or not we are able to change the direction of “CPC’s 5 Point Action Plan”, it is understood that our Union will have to make some difficult decisions regarding how the Union continues to operate with our current financial responsibilities and liabilities, as well as the level of membership services currently being provided.

It is hoped that our report gives the membership a clear picture of the cost of some National and Regional activities and responsibilities, in hopes of helping prepare the membership for the upcoming Convention where our Union structure and services currently being provided will have to change in order to continue to operate with a declining budget.

In order to ensure a stable financial future for our Union, the National Board of Trustees encourages the National Executive Board to provide the membership with meaningful solutions to our current Union structure, which will help reduce our overall operating cost.