



WE CAN WIN THIS

a round-up of Save Canada Post campaign actions from throughout the union



Page 2
Editorial
How Job Cuts Would Affect All Postal Workers
Page 3
Secret Postal Banking Report
Letters of Support
Page 4
Town Hall Meetings
Where are we fighting for door-to-door?

#SaveCanadaPost FACT: The media keeps reporting a \$1 Billion loss at Canada Post Corporation predicted by the “independent” Conference Board of Canada, projected from false premises!

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

#SaveCanadaPost FACT: The five-point action plan is not a done deal. We’ve fought and beat bad planning before, and we will save jobs with this campaign.



STRUGGLE '88 – WHAT MADE IT SO SUCCESSFUL

Remembering and learning from our struggles is always a good thing. I once belonged to a team of coordinators for Struggle '88, a union campaign to maintain corporate post offices and outlets. For one year, we organized activities throughout the country and forced federal election candidates to take a stand on this issue. It was a huge success! And it paved the way to the moratorium on post office closures in 1994.

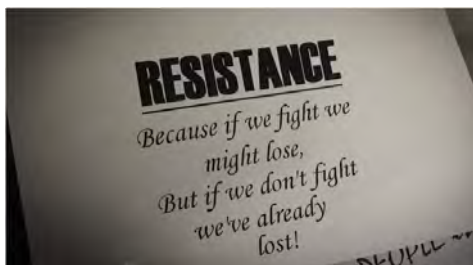
Why did we succeed? We succeeded because we made this campaign into an election issue and a political fight. When everyone is affected, we have to fight in the

political arena, and keep fighting to advance our positions and action plan, until we win.

THIS IS THE CHALLENGE WE NOW FACE.

The struggle continues.

Denis Lemelin
National President



Stills from a video of the Winnipeg rally January 25, 2014, available at <http://youtu.be/PLz89FTUx0>

#SaveCanadaPost FACT: Canada Post's claims to have "consulted" the people are a sham. CUPW and some politicians have organized real town hall meetings on the future of the postal service, where real open dialogue happens, and Canada Post doesn't show up.

CPC 5-Point Plan:

How Job Cuts Would Affect All Postal Workers

Canada Post claims that its Five-Point Plan will eliminate 6,000 to 8,000 full-time jobs.

What would it really be like to lose 6,000 to 8,000 full-time jobs at Canada Post? Who would be affected? The answer is simple: everyone.

Temporary employees would lose their jobs

Most immediately affected will be temporary employees. As restructures are implemented, full-time letter carrier positions would disappear overnight. But those workers would not necessarily leave their employment. The result would be that surplus regular employees would do the work currently performed by temporaries and the temporary employees would be shown the door.

Part-time workers would be stuck in part-time

The elimination of so many full-time jobs would sharply reduce the opportunity for any current part-time workers to transfer into full-time positions. This would also have very major consequences for part-time postal clerks. Each year large numbers of part-time clerks transfer to part-time letter carrier or MSC positions, eventually obtaining full-time positions. With the elimination of so many full-time position — most of them in Group Two — there would be virtually no movement for many years.

Good-bye day shift opportunities

One of the worst impacts of the introduction of Postal Transformation (PT) has been the intensification of work for internal workers and the elimination of day shift positions. Eliminating so many full-time letter carrier positions would further sharply reduce the opportunities for more junior employees to use their seniority to obtain day shift work. Health studies consistently show that the negative health impact of night shift work increases the longer a person works on nights.

Vacations and other uses of seniority

Under the Urban CUPW collective agreement workers can use seniority to bid for vacations, transfers, shifts, etc. As new employees are hired existing employees rise up on the seniority lists and become entitled to use their seniority to obtain more and better choices. Should CPC eliminate thousands of full-time positions, the rate of hiring will decline greatly. New employees will not be hired. Current junior employees will remain at the bottom of the seniority lists for longer.

Less Opportunity for Wicket Positions

CPC's 5-Point Plan calls for a much greater expansion of private sector retail postal franchises to deliver counter services to the public. Every time a franchise opens there is less work for postal clerks who work on the wickets. Currently wicket positions are much-sought-after Group One day shift positions. More franchises will reduce the opportunities for workers to use their seniority to get work at the wickets.

We need to fight the CPC 5-Point Plan in order to preserve postal services for the public. We also need to preserve these 6,000 to 8,000 decent unionized jobs at Canada Post Corporation, or we all get hit.

#SaveCanadaPost FACT: Your municipal government has influence over CMB conversion: You can talk to your councillor and community about joining cities including Toronto, Montreal, Vancouver, Medicine Hat, and Antigonish in opposing Canada Post's cuts.

Human factor



1000 men and women bear witness to their profession and their views on what should be OUR postal service.

The corporation plans to end home delivery in urban areas as well as abolish 6000-8000 jobs. This service reduction is accompanied by an increase in the price of stamps to \$1.00.

This site is a response to a completely dehumanized vision of the Harper government and his shameful destruction of our social rights.

Give post a face!

[Learn more about the project](#)

[See 1000 letter carriers](#)

(www.facteurhumain.ca) www.humanfactor.ca is a site created to collect testimony from the public who support and cherish postal workers. Above is a screenshot.

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, K. Matthews, M. Parrot, M. Prévost

Associate editors: P. Arbour, G. Bossenberry, C. Foreman, G. Kuehnbaum, D. Lafleur, D. Lemelin

Contributors: G. Bickerton, M. Palacek, D. Lemelin, K. Matthews

Affiliations:

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



cupw•sttp

CUPW-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.

CUPW's on social media!
Follow @cupw and @sttp on Twitter
Like CUPW STTP on Facebook



Anne Marie Gammon, Bathurst city councillor; Yvon Godin, MP for Acadie-Bathurst; Brian Kenny, MLA for Bathurst, and John Gagnon, President of the Bathurst District Labour council were guests at an information meeting on Saturday March 24, before members began door-to-door canvassing.

From Allies

We get messages of support and solidarity regularly since the cuts were announced in December – some from traditional allies, some from new ones:

“I am a big supporter of Canada Post, and a loyal customer. I think [Canada Post] is essential to Canadian society and I love shopping at Canadapost. ca.... I am writing in concern to [CPC's] community mail box plan, which I think will make [Canada Post] obsolete, and turn away loyal customers like myself. What made Canada Post special was delivery to one's home.

...

The only people who seem to be for these community mail boxes are right-wing individuals, who have no love for Canada Post.”

Brian Sultana

“The most obvious intent is to simply eliminate well paying jobs with benefits and replace them with minimum wage ones, with the change going into the pockets of Canada's ultra rich. That is the only conclusion I can draw as there is no increase in service or value to the customer/taxpayer...

Declining use of Canada Post's services can be blamed in part on evolving technology but history has shown that the only way to counter

new challengers is to improve service, add value and make your product more attractive to the consumer.

Dramatic increases in price, ending door to door delivery and making it more difficult to access the service will not attract new clients. Canada Post's method of thinking is so idiotic it makes one wonder if this is not a deliberate attempt by the Harper government to cause Canada Post to fail, thereby justifying the sale of it to [Harper's] corporate masters.”

Daniel Holmes

I am an elderly widow, live in my own home
My children are away and I live all alone
My mobility is not good and my balance is gone
But I still like to walk when my friend comes along

During the long winter days, when there's snow and ice on the streets
The time seems so long, your friend you can't meet
The walks you don't do, the weather is poor
But one thing you look forward to is the postman at your door

The person you can talk to five days of the week
Some days it is the only person you see at the the door you can greet
He brightens your days, you wait for his smile
And the letters he brings from family over the miles

I don't know what I will do when the mailman is gone
And I can't go get my mail if something is wrong
I will miss the short talks and the mail he brings
During the long winter days when my doorbell doesn't ring

My world will be empty when the mailman is no longer there
And I can't get my mail as the weather is too hard to bare
I hope Canada Post their decision they will reconsider
And I don't get this feeling inside that makes me so bitter

When the mail delivery stops, what I will do I don't know
So please keep the mailman coming to my door. I don't want a “no show

An anonymous poem from a senior in Sydney, NS about how much her postal workers mean to her.



Postal Workers, families and allies are sharing pictures of chronic community mail box troubles. This picture shows an inaccessible bank of CMBs in Brampton, ON.

#SaveCanadaPost

FACT: Postage rates have been increasing at rates less than inflation for thirty years. Suddenly Canada Post has decided to raise the price of a stamp by more than 50% in 2014. It's a shortsighted overcorrection. We need fair postage rates.

Secret Report Vindicates CUPW on Postal Banking

For months, CUPW has been campaigning for postal banking as a service that could bring in new revenue for Canada Post and play a valuable social role at the same time. After being continuously stonewalled on this by Canada Post management, imagine our surprise to learn that Canada Post has actually spent years studying this proposal finding that it is a “Proven Diversification Strategy”!

Blacklocks Reporter recently obtained a heavily-censored version of the report through an Access to Information request. Canada Post has long been known for their unwillingness to properly address Access to Information requests. True to form, they decided to withhold over 700 pages of the 800-page report. The pages they did release are mostly blank, with almost all content except for titles deleted.

But even with this limited version of the report, we see that Canada Post invested a lot of time developing a plan to introduce postal banking — declaring it a “Win-Win Strategy”. It is proof that they developed a plan to save Canada Post, and they decided to kill it instead.

It's time for Deepak Chopra to come clean and release the report.

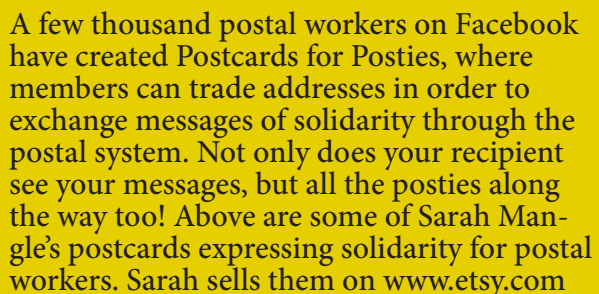


Brenda MacAuley, President of the Canadian Postmasters and Assistans Association, speaks at the launch of CUPW's postal banking campaign in October, just around the same time that Canada Post Corporation canned their secret study.

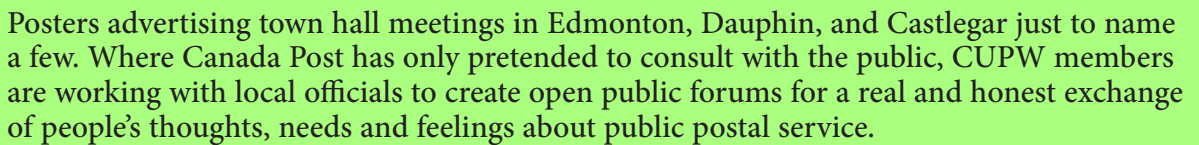
#SaveCanadaPost

FACT: Even Canada Post's internal study said postal banking is a great idea, like CUPW has been saying for years. But they hid the study and told the union it's not an option. Taking the idea seriously could save Canada Post the way it has saved public postal services in other parts of the world.

Closing and downsizing post offices just drives customers away. Cutting the largest retail network in the country is the worst thing Canada Post could do; the future health of the postal service will be built on its infrastructure.



Reports often say that only 1/3 of the population gets home delivery. But this doesn't count apartments and other centralized home delivery modes. In truth, only about 1/3 of the population currently have CMB delivery.



- Elizabeth Littlejohn's Return to Sender
<https://www.youtube.com/watch?v=hm4brTvuZJk>
- More video of the march in Ottawa on January 26
http://youtu.be/bi4_U8gcT2o
<http://youtu.be/atqGblOstsE>
<https://www.facebook.com/photo.php?v=582274985197213&l=3839215261147697168>
- An interview with Winnipeg postie Arlyn Doran –
<https://www.youtube.com/watch?v=kSBjC6ndua0>
- Activists signing the Save Canada Post petition in Vancouver http://youtu.be/bxFCyc_NRGI

- Paul Dewar grilling Deepak Chopra at a meeting of the Standing Committee on Transport in December <https://www.youtube.com/watch?v=1hhQ6EPEaBk>
- Posties presenting to Medicine Hat city council on January 20 <http://youtu.be/kOHNFNCd0e0>

If you produce videos and photos of your actions please send them to savecanadapost@cupw-sttp.ca or share them with us on social media at CUPW STTP on Facebook, or @cupw and @sttp on Twitter.

Location	D2D households
Calgary	187,000
Fort McMurray	7900
Winnipeg	167,000
Oakville	23,000
Ottawa	137,000
Rosemère	7900
Lorraine	2500
Bois-des-Filion	2700
Charlemagne	1200
Repentigny	14,900
Halifax	59,300

Members in these areas should watch for door-to-door canvassing organized by the local, and encourage people to show support using actions at www.savecanadapost.ca.



Along with CUPW materials, the grassroots group Support Postal Workers, which was also active during the 2011 lockout, has created window signs for people to show their resistance to the service cuts. This is just one of the ones available at <http://supportpostalworkers.files.wordpress.com>.