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Canadian Union of Postal Workers

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Back row: George Floresco – Chief Negotiator, RSMC unit; Manon Gagné; Anna Beale; Peter Butcher; Cathy Kennedy; Nancy Beauchamp; Sylvain Lapointe – Chief Negotiator, Urban unit; Geoff Bickerton **Front row:** Sharon Samuels; Zaimene Carter; Philippe Arbour; Barbara McMillan; Stephen Gale; Peter Denley

Negotiations – Our Collective Responsibility

Negotiations are underway. At the time of writing this article, we don't have all the particulars of Canada Post's demands, but it is clear that there is a huge gulf between the parties. Convincing the employer that their strategy of cuts and rollbacks to increase profits is wrong is taking a lot of effort. We firmly believe that our approach, which is based on growing Canada Post, will guarantee the future of our public universal postal service, while preserving decent jobs.

Negotiations are not just about the employer's demands. Our demands also matter. After all, as workers, we are the ones doing everything we can to provide the public with the best possible service, and who are dealing with workplace issues. It's about time Canada Post recognized our contribution in a concrete way. Attacking our working conditions and security is definitely not how to show recognition.

Here's a look at some of our demands.

A Single Collective Agreement

RSMC members obtained employee status on January 1st, 2004, after mobilizing to end decades of exploitation. Since then, they have been bargaining to obtain the same wages and working conditions as urban unit members.

The challenge is to unite the units in such a way that everyone benefits, meaning that the wages and working conditions of all groups in the urban unit improve too.

Job security, contracting-out and new services

Among many important demands, full job security is a high priority. Job security provisions must include long-term guarantees. That means we need significant protection against contracting out of our work. It's a matter of security and stability for our families. We also want Canada Post to explore new revenue-generating services. That means Canada Post must demonstrate faith in the workers. The future success of any project will be based on the strength and talent of the workers who deliver the service, the same workers who have made Canada Post a trusted crown corporation already. We will also have to show Canada Post how well our members could perform a lot of the work currently done by contractors.

Delivery Method

For about seven years Postal Transformation – aka Modern Post has been implemented. We have to resolve, once and for all, the one-bundle delivery method.

Other aspects of the delivery system also have to be corrected, such as percentage of coverage, the mail volume index, and the time values assigned to daily tasks. As well, the current delivery system for parcels, as imposed

by Canada Post, cannot accommodate parcel volume fluctuations, whether short-term spikes or overall growth. This situation is creating serious overburdening. We must find a solution.

Health and Safety

When Canada Post introduces new technologies or work methods, independent and serious studies must be conducted to identify health and safety risks before change is implemented. We're also seeking precautionary cessation of work for pregnant workers.

Staffing

Considering the employer's abusive use of part-time and temporary hours, we need to implement a system that creates full-time positions. To do so, we need access to all of the data to enable us to identify the spots where part-time hours worked justify full-time job creation. (More on staffing on page 4)

Social Stewards

Members are increasingly experiencing distress; some have even taken their own lives. A well-trained network of social stewards would help. Some areas of the country have active social stewards – they provide vital support to workers in crisis or going

through rough times. To be effective, we need their role – and the right to appropriate training – officially recognized in the collective agreement.

Wages and benefits

The last round of negotiations was halted by Stephen Harper's Conservatives and their back-to-work legislation, which trampled our right to bargain freely – and imposed even lower wage increases than what the employer had proposed! So we assert that the starting point for this round of bargaining is to make up the wage increase that we should have received at the time.

But it's not just about wage increase and protection from inflation. We also need to improve benefits and protect post-retirement benefits.

Canada Post's Approach

As mentioned earlier, we don't have all the particulars of Canada Post's demands at the time of writing. However, there are already many demands for rollbacks.

These touch on time paid but not worked – such as annual leave, paid breaks and other leave – implementation of a defined contribution pension plan, reduced benefits, and

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To create tomorrow's public postal service

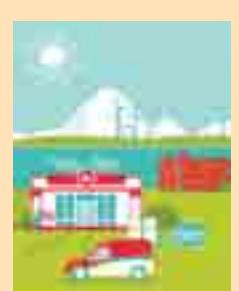
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A bank for everyone!



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Trustees Report



To Create Tomorrow's Public Postal Service

This round of bargaining is actually an opportunity to define the future role of our public postal service in our communities.

We're negotiating for a new collective agreement that will cover both the Rural and Suburban Mail Carriers (RSMC) and the Urban Postal Operations (UPO) members. Certainly we need wage and benefits improvements, and to stop the erosion of past gains – Postal Transformation and the Harper/Chopra 5-Point Plan have hurt the service and degraded our working conditions. But this round is also about much more than reversing those mistakes.

Dear Editor;

After reading the last *Perspective*, I have some serious concerns. It discusses the Harper government, the new national executive, RSMC negotiations, Urban negotiations, and public support for our fightback, the Save Canada Post campaign tour, national Convention, and the National Trustee's Report.

Perspective is for all dues-paying members. All members receive a copy of this magazine, so why is it that I cannot find anything regarding our private sector?

Our unionized sisters and brothers of Dynamex here in the West are not mentioned once. They have been in negotiations before we started meeting to come up with our list of demands for Urban and RSMC. They have been experiencing job loss, wage cuts, and just being screwed royally by the boss. But there is no mention of them!

CUPW organizes other groups outside the post office, but then doesn't even bother to include them within our union. We are starting to look like the other unions who are just after people's hard-earned money, and don't give a rat's ass about the people themselves.

I believe CUPW owes an apology to the private sector members of CUPW who are dues-paying members, who deserve to be treated with respect and deserve to be treated equally within this union.

In Solidarity;
Troy Coburn - Secretary Treasurer
Kelowna Local 760 – Canadian Union of Postal Workers



world. We listen to our communities on how a public postal service can play a part in supporting and vitalizing communities. We will stand up for added services that benefit the people, the workers at Canada Post, and the institution as a whole.

Even Canada Post has visionary elements somewhere inside it. For almost four years it conducted an extensive study on the introduction of postal banking or financial services to the post office network. Then someone – probably the old Harper government – killed the study. The CEO of Canada Post said that senior management at Canada Post lack the expertise to introduce and operate postal banking. If this management can't innovate, then they should move on and let

the government replace them with those who will. Now the Corporation's representatives at the bargaining table are stuck with tunnel vision. They can see only cuts as a solution – to a manufactured crisis. They won't look at the ideas that we put forward on the basis of respect for the workers, respect for public services, and consideration for the long-term development of the institution.

We've listened to them detail some of their demands to change our collective agreements. Their proposals take away rights and reduce our wages and benefits. We have patiently explained that this is not 2011. We have explained that we are determined to bring closure to the RSMC saga and bring the workers into one collective agree-

ment, with improvements for all the members of the unified bargaining unit.

They're not responding to our constructive ideas – not yet anyway. We have a long way to go. Even when our discussions become intense, we intend to maintain a positive and appropriate approach. We will not be pushed around nor patronized. We have been there before, and there's no reason to put up with it anymore. With the membership's support in the workplace and our allies' support in our communities we will be successful.

In Solidarity,

George Floresco

George Floresco
3rd National Vice-President

Hi Troy,
Thanks for your letter.

As you likely know, nearly 1,000 CUPW members are in private sector bargaining units, from British Columbia to Newfoundland and Labrador. Some work in the postal system along side members of the urban and rural units, such as Combined Urban Services (CUS) drivers and postal facility cleaning staff, others are in the same-day courier industry like our sisters and brothers at Dynamex, still others work as printers or emergency services dispatchers. CUPW is proud to represent such a diverse group of workers!

We're also extremely happy to say that across Canada and Quebec members from private sector bargaining units have taken active roles in the Union, including in your own Kelowna local where Brother Patrick Ward, a Dynamex driver, was the first private sector member to become a local president!

That said, your point is well taken that we have not provided regular coverage of private sector members' issues in recent editions of *Perspective*. We will improve on this in future issues. It is only through listening to each other's stories that we can see our shared struggles and build solidarity. We are committed to sharing stories and building that solidarity.

Yours in struggle,
George Floresco,
Editor

CUPW PERSPECTIVE

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LETTERS POLICY

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

- is 400 words or less. Union members may submit longer items for consideration as commentary pieces.
- Does not violate CUPW policy opposing discrimination and harassment against women, people of colour, First Nations, Inuit, and Métis peoples, lesbians, 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.

Putting A Postie on Parliament Hill: an Interview with Karine Trudel

In 2015, CUPW made history in a number of different ways. One memorable moment was the election of Karine Trudel as a federal NDP MP for the riding of Jonquière in Québec. Sister Trudel has been a long-time President of CUPW Local 390 and many postal workers were active in her victorious election campaign. On the way to her new job as an MP, Karine Trudel dropped by the CUPW office to meet with national representatives and offer us the following interview for Perspective:



P: So union activism was great training for politics?

K: Yes it was. The media training alone made a difference. At home, there is a host of media and the opportunity for very close contact with them, and I had to give several interviews just before the lockout in 2011. It seemed I was doing interviews every 15 minutes, on the radio, in the press.... So by the time the federal election came round and I had to deal with the media, the training I got proved to be very useful.

P: What's the first thing you're planning to say as an MP?

K:

I'm asking questions about Canada Post. Of course, I'm still learning the ropes as an MP. We intend to write the Minister responsible, and our first questions following the Speech from the Throne will be to ask the government about its plans for Canada Post and whether it intends to keep its commitments and restore door-to-door mail delivery.

P: One last question; if you could say one thing to your sisters and brothers in the Union, what would it be?

K: I'd say keep going, one step at a time, but keep going!

Karine has also won the Parliamentary "lottery," meaning that she came second in line to introduce a private members' bill. True to her union roots, she introduced a bill calling for anti-scab legislation. When employers are allowed to use scabs to break strikes and undermine the strength of organized workers, it greatly tips the balance of power in the boss's favour. Even though we haven't faced scabs in some time, it has happened in the past and could happen again. That is why we need to support anti-scab legislation at all levels of government. Bravo, Karine!

Following this interview, Sister Trudel kept her word to raise questions about Canada Post in the House of Commons and is the NDP postal critic. We wish her all the best!



NDP MP Karine Trudel and National President Mike Palecek together holding up the famous Chronicle Herald "Return to Sender" cartoon published following CPC's announcement it would halt the installation of CMBs.

Bargaining to Create Full-time Jobs

Since our beginning in 1965, our union has been fighting to maximize opportunities for postal workers to get full-time jobs at Canada Post. Now it's a matter of reversing a deteriorating trend.

We want part-time and temporary employees to be able to find full-time jobs. That's why the urban collective agreement includes provisions that require Canada Post to fill vacancies and minimize their reliance on casual or temp labour.

But we find that in urban operations Group 1, over the past 10 years, the use of temporary and part-time labour has increased greatly while regular hours for full-time employees have collapsed (see chart).

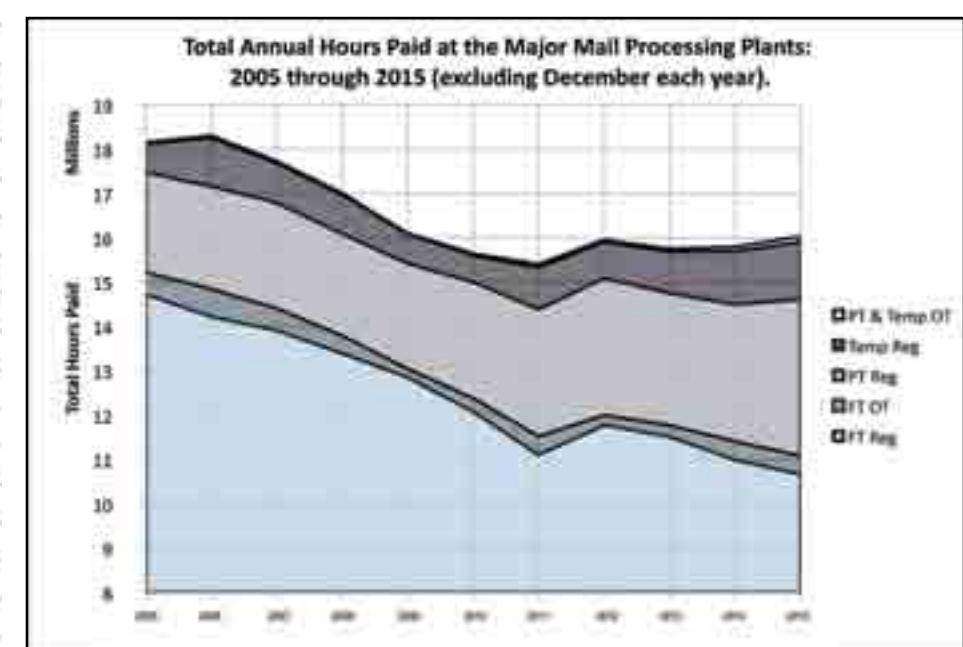
The negative trend

A comparison of the first eleven months of 2005 (December is exceptional) with the same months of 2015 shows a dramatic shift: Full-time regular hours declined by 37.1% while part-time regular hours increased 15.6% and temporary hours increased fully 41.6%. During the same period, overtime hours decreased 9.9%, but increased as a percentage of total hours paid.

GROUP 1 STAFFING 2005 - 2015				
	2005 Jan - Nov	2015 Jan - Nov	Difference	% Change
Full Time Regular Paid Hrs	24,283,929	15,275,733	-9,008,196	-37.1%
Part Time Regular Paid Hrs	4,547,232	5,255,605	+708,373	+15.6%
Term/temp Regular Paid Hrs	1,285,711	1,821,007	+535,296	+41.6%
Total Regular Paid Hrs	30,116,872	22,352,345	-7,764,527	-25.8%
Overtime Hrs	750,965	676,388	-74,577	-9.9%
Total Hours Paid	30,867,837	23,028,733	-7,839,104	-25.4%

Full-time down 37.1%
Part-time up 15.6%
Temporary Hours up 41.6%
Overtime Hours down 9.9%
Total Paid Hours down 25.4%

Plant	2005			2015				
	%FT	%PT	%Temp	%OT	%FT	%PT	%Temp	%OT
St. John's	74.6	17.9	0.0	7.5	63.0	17.8	18.8	5.4
Halifax	80.7	17.2	0.0	2.1	54.0	38.0	5.7	3.3
Saint John	88.7	10.7	0.0	0.6	71.0	20.7	5.9	2.4
Montreal	79.5	17.9	0.0	2.6	60.8	18.9	18.8	3.6
Mtl. Saint Laurent	79.1	8.4	9.6	2.9	78.3	14.7	5.4	2.6
Ottawa	77.1	15.6	5.1	2.2	71.7	20.4	5.3	2.6
TG Gateway	79.4	14.8	2.2	3.6	53.0	30.0	10.3	6.7
TG S. Central	86.0	11.0	0.5	2.5	68.0	26.5	4.6	0.9
Hamilton	75.9	16.6	1.1	8.4	74.2	15.9	6.3	3.8
London	80.9	14.8	0.7	3.6	71.7	13.3	8.8	6.2
Kitchener	81.3	14.1	0.7	3.9	68.5	24.7	4.1	2.7
Windsor	82.8	13.6	2.8	0.8	88.0	11.0	0.1	0.9
Winnipeg	83.2	12.2	0.0	4.6	74.9	18.0	6.1	1.0
Regina	88.0	9.7	0.0	2.3	72.3	18.3	7.7	1.7
Saskatoon	79.3	19.4	0.0	1.3	70.0	22.3	7.1	0.6
Edmonton	81.3	11.8	3.9	3.0	61.3	27.1	9.1	2.5
Calgary	76.9	14.7	4.7	3.7	65.4	22.4	8.6	3.6
Vancouver	83.5	10.9	4.4	1.2	62.3	16.0	12.4	4.3
Victoria	91.9	6.1	0.4	1.6	50.3	28.0	19.0	2.7
NATIONAL	78.7	14.7	4.2	2.4	66.3	22.8	7.9	2.9



Continued from front page

Negotiations – Our Collective Responsibility

other rollbacks that we continue to explain in negotiations bulletins.

We will do everything we can to make Canada Post see that we need to secure our future, and that the next collective agreement must address the workplace issues we are facing.

Will the employer's general mindset also pose challenges? Will the defeat of the Harper conservative government, in which we played a role, have an impact on negotiations? Will management continue to favour cuts, or will they show more willingness to invest in creative growth and innovation in new services? In part, we hope the public will have a say on this in the public review process. Time will tell.

Solidarity is our Strength

These are only a few of the challenges before us. Many others among our demands are priorities too. The negotiating committee is fighting for your demands, but your support is crucial. Together, we can press for a postal service that will continue to be viable, providing decent jobs and a good public service for the 21st century.

Making Canada Post a Service Platform for the Sustainable Future

Naomi Klein and the Leap Manifesto team, CUPW, and others announced a major initiative on Leap Day. The groups united around a proposal to make Canada Post a leader in rapidly moving Canada to a new sustainable economy.

Klein is the world-renowned environmentalist and author of *No Logo* and *This Changes Everything*. She joined with postal workers, the Canadian Postmasters and Assistants Association (CPAA), ACORN Canada, Friends of Public Services and others over the urgency of transforming to Canada's next – renewables-based – economy and the potential of the postal service as an agent of change. It's the beginning of a new coming-together of climate justice, labor, indigenous, and economic justice movements.

The joint press conference with CUPW National President Mike Palecek, Brenda McAuley – CPAA President, Donald Lafleur of the Canadian Labour Congress (CLC), and Gisèle Bouvier of ACORN launched "Delivering Community Power: How Canada Post can be the hub of our next economy".

The proposal would make the postal service an environmental leader, dramatically improving its own carbon footprint, and supporting a green energy transition, and community services in addition to traditional mail delivery. It calls for measures such as having electric charging stations at post offices, converting the postal fleet to made-in-Canada electric vehicles, doing energy-saving retrofits of post offices, having mail carriers check-up on seniors and those with limited mobility, and adding postal banking to support financial inclusion and green investment.

The Delivering Community Power initiative is part of the ongoing campaign to support the LEAP Manifesto, which CUPW signed last fall when it was introduced. The Leap Manifesto is a non-partisan initiative that calls for Canada to move swiftly to post-carbon future, upholding Indigenous rights, and pursuing economic justice for all. Initiating signers of the Manifesto include representatives from Canada's Indigenous rights, social and food justice, environmental, faith-based and labour movements.

Delivering Community Power also complements the environment blueprint recently released by the CLC and the Green Economy Network, "One Million Climate Jobs: A Challenge for Canada." This plan calls for the creation of one million green jobs through investment in solar, wind and geothermal power, building retrofits, improved and expanded public transit, and high-speed rail service between cities in urban corridors.

Practical and Workable Proposals

Almost all of the elements of the Delivering Community Power proposal are already a reality in the world:

- Norway replaced its diesel postal fleet with new electric vehicles.
- The United Kingdom, France, New Zealand, Brazil, and Italy all have successful postal banking services that assist rural, remote and low income communities while providing vital revenues for the postal service.
- Japan expanded postal worker service to provide assistance to elders, deliver food, and check in on those with limited mobility.

• France and Australia use their postal fleets to deliver fresh and frozen food, connecting farmers and local businesses directly to customers.

• France has also started a pilot project to provide access to affordable 3D printing through post offices and its postal bank finances expansion and improvement of social housing.

• Swiss Post provides public transportation in rural areas, and offers businesses online payment processing.

• Australia Post provides an alternative to PayPal.

• Poste Italian provides e-commerce services for businesses.

Having the largest vehicle fleet and the most retail outlets in the country, Canada Post is well suited to expand its services while helping reduce greenhouse gas emissions.

Let's Build our Next Economy

Six ways Canada Post can help build our future green economy:

1. **Green jobs:** Purchasing Canadian-made electric cars and vans for the postal fleet could create jobs for autoworkers and mechanics, boosting our manufacturing sector.

2. **Electric vehicle infrastructure:** Installing charging stations for electric cars at post offices would help build Canada's green infrastructure.

3. **Community elder care:** Postal workers could check in on elders, helping Canada's aging population to live independently for longer.

4. **Financing Communities and Clean Energy:** Providing access to credit, via a postal bank, to those dependent on predatory payday lenders, would increase financial inclusion. Meanwhile, communities could access one-stop support for grants and/or loans for clean energy, cost-saving retrofits.

5. **Local food systems:** Delivering food from farms to households would strengthen local food systems, support farmers and pollute less.

6. **Promote Local businesses:** Local entrepreneurs could use the post office as a meeting space or pop-up shop to connect with customers.

For More Information

Delivering Community Power: deliveringcommunitypower.ca

Delivering Community Power: How Canada Post can be the hub of our next economy <http://canadians.org/blog/delivering-community-power-how-canada-post-can-be-hub-our-next-economy>

The Leap Manifesto: <https://leapmanifesto.org/en/the-leap-manifesto/#manifesto-content>

"One Million Climate Jobs: A Challenge for Canada": <http://greeneconomy.net.ca/wp-content/uploads/sites/43/2014/11/One-MillionClimateJobs-Backgrounder-2016-EN-1.pdf>



Delivering Community Power was launched at the Parliamentary Press Theatre on Leap Day – February 29. From Left: Donald Lafleur, CLC; Gisèle Bouvier, ACORN, Lynda Kitchikesic, Idle No More, National President Mike Palecek, and Naomi Klein.



Postal banking is the provision of financial and banking services through a post office. It is not a new or radical idea. Postal banks already exist in many parts of the world where they are used to:

- increase financial inclusion, promote economic development and generate revenue to preserve public postal service and jobs.
- In fact, our post office used to have a national savings bank – up until 1969 – and there is no reason we shouldn't have one today.

Why do we need postal banking?

1. Banks are failing to meet the needs of a growing number of Canadians. Thousands of towns and villages across our country do not have a bank. But many of them have a post office that could provide access to financial and banking services.
2. Nearly two million Canadians in urban and rural areas desperately need an alternative to predatory payday lenders. A postal bank could be that alternative.
3. Canadian banks have raked in enormous profits while cutting service, closing branches and charging some of the highest banking and ATM fees in the world. We deserve better.
4. Post administrations around the world, including Canada Post, have seen some traditional mail volumes decline in recent years. Many post offices have added or expanded financial services in order to lessen their dependence of declining mail volumes and revenues. Postal banking could help Canada Post make money and increase its ability to provide public postal service and create decent jobs in communities throughout Canada.



Postal banking is beneficial!

New Zealand: *Kiwibank* generated 81% of New Zealand Post's after tax profits.

Switzerland: *PostFinance* produced 48% of Swiss Post's operating profits.

Italy: *BancoPosta* profits allowed the Italian post office to make 57 million Euros in profits (\$86.1 million CAD) in spite of losses incurred by its postal business.

France: *La Banque Postale*'s operating profits of 842 million Euros (\$1271.6 million CAD) made a significant contribution to Le Group La Poste's operating profits of 719 million Euros (\$1085.8 million CAD).

Sources: *New Zealand Post*, *Swiss Post*, *Poste Italiane* and *Le Group La Poste*, 2014

Postal banking has social & economic benefits

France: *Banque Postale* has an obligation to provide products and services to as many people as possible. It provides a Livret A or passbook savings account, at no charge, to anyone who requests it. It also provides banking services to the financially vulnerable and financing for social housing, voluntary organizations and microentrepreneurs lacking bank credit.

Brazil: Since its creation in 2002, *Banco Postal* at Brazil's post office has opened over 6,200 postal bank branches and provided bank accounts to about ten million people.

These efforts are largely designed to meet the needs of poor and marginalized populations living in rural and underdeveloped areas.

Italy: *BancoPosta* offers current accounts, payment services and postal savings products on behalf of Cassa depositi e prestiti (CDP). The CDP, which is 80% owned by the Italian government, supports the development of the country by financing the investments of public entities, helping local authorities leverage their real estate assets, investing in social housing, and supporting energy efficiency policies.

We had a postal bank

Canada had postal banking for over a hundred years. The federal government passed legislation establishing a post office savings bank system just after Confederation in 1867 in order to provide a savings service to the working classes and small town residents. This system began operating in 1868 with 81 locations and grew quickly. By 1884, there were 343 post office savings banks, with a balance of \$13 million from almost 67,000 accounts. However, Canada's postal banking system confronted challenges from chartered banks by the 1890s. These banks, facing a recession, became interested in attracting the kind of small-time depositors who used post office savings banks and they actively worked to undermine postal banking. In 1898, the chartered banks successfully lobbied the government to reduce the interest rate paid on deposits at postal savings banks from 3% to 2.5%. They also worked to eliminate advertising by postal banks. As time went on, chartered banks and credit unions increased

their presence in communities and the post office and government became less interested in maintaining the network. The post office savings bank system was closed down in 1969.



OPEN 8AM TO 5PM
ONE DOLLAR OPENS AN ACCOUNT IN THIS
EFFECTIVE AGENCY OF THRIFT

Support for postal banking

Municipalities: Over 600 municipalities have passed resolutions that support postal banking.

Public: Almost two out of every three respondents (63%) to a 2013 Stratcom poll supported Canada Post expanding revenue-generating services, including financial services like bill payments, insurance and banking.

Canada Post: A number of former Canada Post presidents have considered and even promoted the notion of the corporation getting more involved in financial services: Michael Warren, Andre Ouellet, Moya Greene.

Universal Postal Union: The UPU, a United Nations agency, thinks post offices should be looking at expanding financial services. It has produced a global roadmap for the future. This roadmap calls for the continued development of postal networks along three dimensions – physical, financial and digital/electronic.

Nearly two million Canadians in urban and rural areas desperately need an alternative to predatory payday lenders.

WE deserve better.

Federal parties: Most federal parties have expressed either support for or an interest in postal banking. In 2014, the Liberal Party postal critic said the merits of postal banking should be explored in the context of several different options for the future of Canada Post.

Canada Post's secret postal banking study

Canada Post conducted a secret four-year study on postal banking that indicates that adding this service "would be a win-win strategy" for the corporation. This study was obtained through an Access to Information (ATI) request. Unfortunately, 701 of the study's 811 pages were redacted. CUPW has asked Canada Post's President to release the full report, but he has refused.

What would a postal bank look like?

There are many different models of postal banking. Some postal administrations set up their own bank. Others act as a financial intermediary by providing services in partnership with banking and other financial institutions, such as credit unions. In this instance, they work with one or a number of institutions, which operate nationally or in different regions. Some postal banks deliver a broad range of financial services, while others provide a more limited offering.

Services provided by postal banks:

- Savings and checking accounts
- Online banking
- Bank machines
- Credit cards, debit cards, pre-paid cards
- Money transfers, including remittances
- Insurance (home, auto, travel, etc.)
- Loans and mortgages
- Investment products (RRSPs, mutual funds, annuities)
- Foreign currency
- Other services such as financial counselling



Government review of Canada Post

CUPW wants the government review of Canada Post to recommend the addition of financial and banking services at Canada Post, or at a minimum, a task force to determine how to deliver new financial and banking services through our postal service.

Please consider making this recommendation to the review.

For more information:

A postal bank for everyone – Support Postal Banking
www.cupw.ca/PostalBanking

Why Canada Needs Postal Banking
<https://www.policyalternatives.ca/publications/reports/why-canada-needs-postal-banking>

The Banks Have Failed Us: Postal Banking To The Rescue
<http://www.cupw.ca/en/campaign/resources/banks-have-failed-us-postal-banking-rescue>

Rural Canada is underserved by financial services: Why post offices need to offer banking services
http://cpaa-acmpa.ca/pub/files/banking_services_SEPT23Eng.pdf

Banking on a future for posts
<http://www.cupw.ca/en/campaign/resources/banking-future-posts-research-paper>



1. INTRODUCTION

The National Board of Trustees met from January 26 to February 8, 2015 at the National Office of the Union in Ottawa for the fourth 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, 2013 to June 30, 2014.

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 Rev Collins	Chairperson
Pacific Region	Brother Anthony Holzer	Secretary
Atlantic Region	Brother Kevin Peterson	Member
Quebec Region	Sister Joëlle Lambert	Member
Metro-Montréal Region	Brother Roland Savard	Member
Metro-Toronto Region	Sister Adele Chaplin	Member
Ontario Region	Sister Donna Hardy	Member
Prairie Region	Sister Ada Mepham	Member

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

Sister Joëlle Lambert was unable to attend the fourth verification. She was replaced by the 1st Alternate Trustee, Brother Jean Marion from the Quebec Region.

3. RESOLUTIONS AND RECORDINGS

The National Board of Trustees verified all resolutions and records of proceedings of the National Executive Board meetings for the period of July 1, 2013 to June 30, 2014, for the purpose of verifying financial resolutions, as per section 4.99 of the National Constitution.

During this verification, the National Board of Trustees continued to find resolutions that did not contain a dollar amount and/or which fund was to be accessed so as to allow us to properly verify that expenses were constitutional. The Trustees noticed an improvement in this mandate's resolutions from the National Executive Board.

Therefore the National Board of Trustees recommends:

- That the National Executive Board defer a resolution until a dollar amount, timeframe and fund that it applies to are attached.

The National Executive Board continues to improve its performance on this issue. Where deferring a decision until complete financial information is received does not adversely affect the cost of such decision, the Board will do so. In any event, accounting staff will estimate the cost of each board resolution and include it in the minutes before adoption.

4. ANNUAL VERIFICATION

A meeting of the National Board of Trustees, as per section 4.96 of the National Constitution, convened for its fourth verification since the 2011 Convention, from January 26 to February 8, 2015. The National Board of Trustees conducted a full year's verification, from July 1, 2013 to June 30, 2014.

There is no date scheduled for the first verification of the National Board of Trustees 2015-2019 mandate.

Therefore the National Board of Trustees recommends:

- That the newly elected National Board of Trustees be given an additional two working days for their 1st verification of the 2015-2019 mandate in order to train new board of Trustees, as per the role and responsibilities of the National Board of Trustees outlined in the National Constitution, and the opportunity to familiarize themselves with the process used for making annual verifications.

This recommendation will be reviewed by the National Executive Board elected at the May 2015 National Convention and considered for inclusion in the 2015-2019 schedule of events.

- That the National Secretary-Treasurer communicate, as soon as possible, to the members of the National Board of Trustees the dates scheduled for their first verification to take place in 2016.

As soon as the next National Executive Board establishes the schedule of events for the 2015-2019 mandate, it will be shared with the members of the National Board of Trustees.

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, 2014.

Region	Strike & Lockout Pay Advances	Strike & Lockout Pay	Other Expenses*	Funds Returned by Locals	Amounts Owing by Locals
Ontario	1,696,248.05	1,238,984.00	7,875.06	358,688.97	700.00
Pacific	1,217,381.90	965,763.00	4,831.00	247,104.10	83.80
TOTAL:	2,913,629.95	2,204,747.00	12,706.06	605,793.07	783.80

* 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, ensure that Locals forward final financial reports and outstanding funds to the National Union.

All strike pay related reports have been received and all outstanding funds returned to the National Level.

6. NEGOTIATIONS

During this verification, the National Board of Trustees verified the amounts spent in negotiations for the various bargaining units.

Expenses for the RSMC Bargaining unit totaled \$6,914.00.

7. LOCAL FINANCIAL REPORTS

The National Board of Trustees reviewed all the Annual Financial Statements that were received from the Locals covering the period of July 1, 2013 to June 30, 2014.

Financial Statement forms covering the period of review were sent in 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	Report not received 2013-14	Locals under Trusteeship	Non-payment in Labour Council [†]
Atlantic	35	2	0	12
Québec	32	7	0	7
Montréal	2	0	1	0
Central	36	7	0	15
Toronto	2	2	0	2
Ontario	29	6	1	8
Prairie	35	11	0	9
Pacific	36	10	1	18
Total	207	45	8	67

[†] Non-payment in Labour Council does not include those Locals that have not filed a 2013-2014 Annual Financial Statement, thus there is no way to determine if such payment was made, or if they are exempt from this payment.

7.1 There were 45 Locals that did not submit their July 1, 2013 to June 30, 2014 Annual Financial Statements, an increase of 8 Locals from the 2012-2013 reporting period.

7.2 There were 67 Locals that did not submit the per capita dues payment to Labour Councils. This represents a decrease of 12 Locals from the 2012-2013 reporting period. This is a requirement under section 9.42 of the National Constitution.

7.3 All but one Local did not submit their Annual Financial Statement in the proper form sent to them by the National Secretary-Treasurer.

Despite yearly reminders and precise instructions from the National Secretary-Treasurer on completing the Annual report, 58 Local Annual Financial Statements were not complete or did not balance.

Poor accounting practices and missing information makes it difficult to determine whether the statements actually balance.

7.4 The 45 Locals that did not submit their July 1, 2013 to June 30, 2014 Annual Financial Statements, plus the 58 Locals whose Annual Financial Statements did not balance, represent 50% of the total number of Locals.

7.5 Some Locals have more funds other than the General Fund. We found that some Locals report all fund accounts, while others do not.

7.6 There are three Locals who have not filed an Annual Financial Statement in seven years, two Locals has not filed in five years, two Locals have not filed in four years, four Locals have not filed in three years and seven Locals have not filed in two years.

No Annual Financial Report since				
2007	2009	2010	2011	2012
Hay River, Prairie	Blatchford, Prairie	Courtney, Prairie	Nojima, Central	Muskoka, Prairie
Swift Current, Prairie	Chitican, Ontario	Moose Jaw, Prairie	Dawson Creek, Prairie	Newmarket, Ontario
Weyburn, Prairie		Prince Rupert, Pacific	Gander-Lewisporte, Atlantic	Rouyn-Noranda, Quebec
		Fort McMurray, Prairie	Lethbridge, Prairie	Toronto

Therefore the National Board of Trustees recommends:

- That the National Secretary-Treasurer, in conjunction with the National Directors of each region, continue to 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.

Locals are advised annually of their obligations under section 9.29 of the National Constitution. Reminder notices are sent to Locals that are delinquent in submitting Annual Financial Statements. The notices are copied to the respective National Director and to future will be copied in the Local's file.

7.7 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 cover letter sent to Locals with the Annual Financial Statement form includes reference to the obligation to pay per capita to their District Labour Council. The detailed instructions on how to complete the Annual Financial Statement will be amended to include detail about District Labour Council payments and the ramifications of failure to pay.

7.8 That the Local Annual Financial Statements that do not balance or have missing information be returned to the Local. That the National Director provide proper training to the Local to ensure a balanced, complete Annual Financial Statement.

In the past, when a Local's Annual Financial Statement did not balance we was incorrect the National Secretary-Treasurer would correspond with the Local suggesting where errors could be and recommending action to resolve them. This was time consuming and not all problems in this regard have been dealt with in this manner. Simply returning to Locals incorrect or incomplete reports for correction will be tried as per the Trustee's suggestion and the results monitored.

7.9 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, as per section 9.30 of the National Constitution.

Under the National Constitution, Locals have a certain amount of autonomy from the National Office. The financial reporting requirements for Locals are meant to ensure dues money is properly spent and accounted for. The cover letter accompanying Annual Financial Statement forms will stress the need to report on all accounts that include funds collected as dues.

7.10 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, ensure that Locals forward final financial reports and outstanding funds to the National Union.

All strike pay related reports have been received and all outstanding funds returned to the National Level.

6. NEGOTIATIONS

During this verification, the National Board of Trustees verified the amounts spent in negotiations for the various bargaining units.

Expenses for the RSMC Bargaining unit totaled \$6,914.00.

7.5 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 shall apply section 9.31 of the National Constitution.

Local rebates are being withheld from those Locals delinquent in submitting Annual Financial Statements as per the provisions of section 9.31. The step of placing such Locals under trusteeship and/or merging with another local is a matter to be recommended by the National Director.

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 this verification, 35 activities were held throughout 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 Six of eight regions had outstanding balances due to National Office as of June 30, 2014 with one region paid fully and one having a balance due to them. Outstanding balances are to be expected and are little cause for concern; as long as they are reconciled in a timely manner; because of the timeframe involved between the advance being forwarded, holding the activity and the final reconciliation of the accounts.

The National Board of Trustees appreciates the efforts of the Regions to reconcile these accounts, as this has been a concern during past verifications.

8.3 Child/Elder Care Costs

The National Board of Trustees has concerns about members' understanding of the guidelines for claiming child/elder care expenses.

The total costs associated with child/elder care for this verification period are \$47,830.00.

CHILD/ELDER CARE COSTS FOR 3 & 5 DAY REGIONAL EDUCATIONAL SESSIONS

	Child/Elder Care Costs for 3 & 5 Day Regional Educational Sessions

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13. SAVE CANADA POST CAMPAIGN

The National Board of Trustees has examined the expenses associated with the Union's "Save Canada Post Campaign". The expenditures, as of this verification period, totalled \$929,758.97. With \$570,000.00 coming from the General Fund, as budgeted and the remaining \$359,758.97 coming from the Reserve Fund. These amounts include expenditures such as, but not limited to, lost wages, salaries (campaign coordination), printing and supplies and advertising.

There are presently six co-ordinators working on the "Save Canada Post" campaign. Three are working out of National Office: Sister Kristen MacEachern, Brother Jean-Philippe Grenier and Brother Steve Ferland. There are also three Regional Co-ordinators: Sister Shelley Sillers for the Atlantic, Central, Ontario and Toronto Regions, Brother Alain Robitaille for the Quebec and Metro-Montreal Regions, and Sister Barb McNeely for the Prairie and Pacific Regions. All have been working tirelessly on the Save Canada Post campaign.

14. TRANSPORTATION

14.1 The National Board of Trustees has focused on car rental cost in past verifications. The table shows detailed costs associated with all travel by Regions and National Office.

Region	Gas	Private Vehicle	Oil/Break	Transportation	TOTAL
National	6,101.00	14,410.00	1,000.92	138,612.65	\$176,323.59
Atlantic	3,112.95	34,220.00	1,004.42	56,732.46	\$11,762.48
Quebec	14,115.07	12,221.00	1,112.28	6,134.72	23,699.08
Montreal	6,221.00	4,449.00		1,079.18	11,741.18
Prairie	2,090.00	1,955.00	1,001.73	7,294.73	\$15,652.50
Ontario	31,875.00	31,610.00	7,659.48	5,784.48	100,311.57
Metrol. Toronto	72,983.00	8,636.00	8,615.32	8,007.73	\$82,686.83
Pacific	1,941.00	0.00	1,126.38	87,711.00	\$111,878.38
Total	\$ 52,023.00	\$ 44,228.00	\$ 543,087.36	\$ 318,086.41	\$ 994,532.59

*Region, Quebec and Montreal Regions only include the gas component included in Transportation - All round trip, parking included

The Table shows the costs associated with elected Union representatives and Officers.

Therefore the National Board of Trustees recommends:

- That the National Executive Board continue to look for ways to save costs for the Union under sections 7.42, 7.43 and 7.44.

The National Executive Board acknowledges this recommendation and will continue to explore ways to save costs under sections 7.42, 7.43 and 7.44 of the National Constitution.

15. REVIEW OF STATEMENT OF EXPENSES

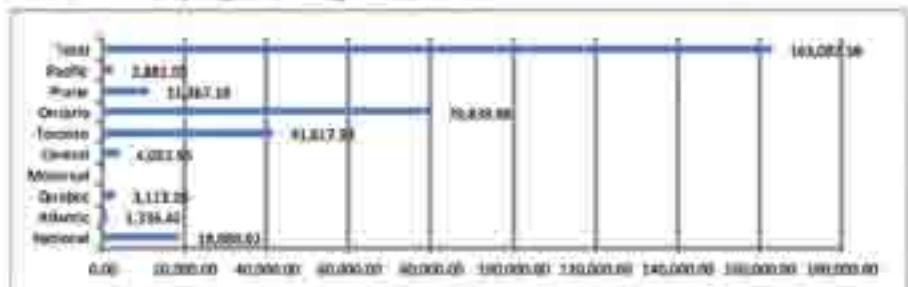
The National Board of Trustees examined the individual statement of expenses forms for the period of July 1, 2013 to June 30, 2014 for each of the National and Regional Officers, Union Representatives and Alternate Union representatives.

15.1 During this verification period, and unfortunately for many terms of the National Board of Trustees, individual monthly expense reports from some individuals were combined over several months rather than being submitted monthly. This is not to comment on those on vacation or any other leave of absence.

15.2 In the previous two reports by the National Board of Trustees it was recommended to introduce a vehicle log book for all vehicles operated by Officers and Representatives of the Union. Although the log book has been introduced and made available for use by those individuals they are rarely using the log book. As previously noted the use of a log book would go a long way towards removing the perception of Union vehicles, rented or owned, being used for personal use and would allow for an accounting for any personal use as required under the guidelines of the Canada Revenue Agency.

15.3 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. There are still several vehicles so of this verification being rented on an ongoing basis. As previously noted, there is concern surrounding the perception of these long-term rentals being used for non-Union (personal) purposes which would be a taxable benefit under the Canada Revenue Agency Guidelines. It should be noted that vehicles have been purchased for the Regions using long-term rental vehicles but the purchase date fell outside the timeframe of this verification.

Rental Vehicles by Region including National Office:



15.4 Travel and vehicle authorizations are frequently not dated or signed and if submitted at all, it is often after the date on which the travel has occurred. As noted in the previous verification, it is clearly outlined in sections 7.53, 7.54, 7.55 and 7.56 which authorizations are required.

15.5 There are still several individuals being reimbursed at an amount much higher than the average cost of the National cell phone plan which has been communicated to the National Board of Trustees at \$55.00 per month.

15.6 It has been noted in the past two verifications that there is no means of verifying or cross referencing claims for per diems. The response to the National Board of Trustees from the previous two verifications noted that there would be discussion and in depth examination of the recommendations from the previous verification period, it has been communicated to the National Board of Trustees that this did not take place. It is disheartening to the Trustees that the National Executive Board would repeatedly respond to a recommendation from the aforementioned and not bother to follow through on that response!

Per diem* by Region including National Office	
National	\$144,797.00
Atlantic	\$29,666.00
Quebec	\$33,095.00
Montreal	\$15,035.00
Central	\$17,899.00
Toronto	\$25,555.00
Ontario	\$26,241.00
Prairie	\$42,801.00
Pacific	\$25,565.00
Total	\$362,654.00

*Per diem includes accommodation

Therefore, the National Board of Trustees recommends:

- That the National Secretary-Treasurer remind all Officers and Union Representatives and any other individuals affected of their obligation to submit **monthly** their **monthly** expense reports.

A memo on this issue will be sent to all who submit monthly expense reports. This issue will also be included in the orientation given to all elected at the May 2015 National Convention.

- That the National Executive Board, as soon as possible, introduce a resolution which requires the mandatory use of vehicle log books for all individuals operating vehicles owned or rented by the Union.

Vehicle log books are to be used for all union-owned vehicles and rentals on monthly lease. Rentals for less than one month are tracked by the individual rental contracts that are charged to specific activities.

- That the National Executive Board remind all who must submit and sign for authorization purposes travel authorization forms, of the importance of dating these forms so they may be accurately verified.

The National Executive Board agrees that authorization forms will be dated at the time of issue.

- That the National Secretary-Treasurer ensure that all members who remain on private cell phone plans are not reimbursed at an amount exceeding the average monthly cost associated with the national cell phone plan, which has been communicated to the National Board of Trustees in \$55.00 per month. It was noted in the previous verification responses from the National Executive Board that this procedure is already in place.

A review of the few instances where individuals on personal cell phone plan were compensated more than \$55 in a month reveals the additional cost were related to data plan which are extra costs under the National contract.

- That the National Executive Board follow through on its response to a recommendation of the National Board of Trustees and 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.

Written guidelines for claiming per diem will be included in the orientation for all Officers and Union Representatives elected at National Convention in May 2015. The preparation of a daily activity report is not a constitutional requirement though Union Representatives should be providing activity reports under section 4.41(c) of the National Constitution. This issue will be discussed by the National Directors group at the next meeting under section 4.03.

16. 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, 2013 and June 30, 2014.

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

- Moving and Relocation expenses (section 1.39) paid to 1 member: **\$34,919.46**.

17. CUPW ADMINISTRATIVE STAFF

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

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

17.2 As of June 30, 2014, there were three administrative employees who were covered by individual contracts with CUPW. They are as follows with contract expiry dates:

- Director of Finance and Administration: April 2016
- Director of Information Technology: December 2014
- Director of E-Business: August 2012

17.3 It has been noted for the fiscal year ending June 30, 2014 the potential payout for 345 days of unused annual leave for COPE 225 members at the National and Regional Offices is \$87,645.00.

The sick leave potential payout for COPE 225 members at a rate of 20% is \$299,052.97 as per their collective agreement.

For the CUPE 1979 bargaining unit members at National Office the potential payout for 672 unused days of annual leave for the fiscal year ending June 30, 2014 is \$180,958.48.

18. ATTENDANCE

The National Board of Trustees reviewed annual, pre-retirement 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 2013-2014 fiscal year, approximately 2,617 days of annual leave for National and Regional Officers, representing approximately \$714,458.00, were unused as of June 30, 2014, which represents an increase of approximately 125 days over the 2012-2013 fiscal year.

We also noted that one of the 67 National and Regional Officers and Union Representatives covered by this verification had 20 weeks or more of annual leave credits carried forward while 6 had 10 or more 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 bullet points 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.

At the June 2014 meeting of the National Executive Board, section 7.38 of the National Constitution was discussed with no final resolution to deal with the accumulating annual leave.

The potential liability to pay out unused personal days for National and Regional Officers as of June 2014 is \$31,687.42. It was noted that the use of leave forms in some Regions was sporadic and some information was missing.

Therefore the National Board of Trustees recommends:

- That all Officers and Union Representatives use their outstanding annual leave credits. That section 7.38 of the National Constitution be applied to unused leave balances at the end of the fiscal year.

The National Executive Board has adopted a process to ensure compliance with the provisions of section 7.38 of the National Constitution that respects the annual leave carry-over provisions of the Urban Operations Collection Agreement.

- That the National Secretary-Treasurer develop and implement an attendance policy and procedure to be used at the Regional and National levels to ensure accurate reporting of annual leave and personal days.

At the next meeting under section 4.03, the National Directors will discuss best practices with the aim of meeting the recommendations of the National Board of Trustees.

19. 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 were only **not** updated inventory lists at the National Office for this verification period and that six of the eight Regions and National Office do not have an inventory list that is kept by the National Office.

Therefore the National Board of Trustees recommends:

- That a completed updated inventory list of the six Regional Offices and National Office be submitted to the National Office by April 30, 2015.

National Directors and National Office staff will be asked to review and update their respective inventory lists prior to April 30, 2015.

- That the National and Regional Offices update their inventory lists annually.

This will be scheduled as an annual initiative.

20. 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, 2014. 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).

21. UNION FUNDS

- 21.1 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 amounts in each fund to June 30, 2014 in comparison with June 30, 2

29. EXTERNAL ORGANIZING

29.1 According to information provided to the National Board of Trustees during this verification, the current status of funds being used for external organizing is:

Balance as of June 30, 2013	\$1,478,090.78
Plus 2.5% from the Reserve Fund (from July 1, 2013 to June 30, 2014)	\$738,655.72
Less expenses for the period of July 1, 2013 to June 30, 2014	(\$362,136.33)
Balance as of June 30, 2014	\$1,854,610.11

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

29.2 For the period under review, we noted a decrease in the number of private sector bargaining units from 24 to 22.

It should be noted that the union dues have been recovered from the RMS Pipe units.

In terms of the Education Fund, the Union has received funds from seven units: Dynamics Red River, Bee Clean - Hamilton, NSMC - Bedford, Bee Clean - Kitchener - Waterloo, Bee Clean - Windsor, Easy Express - Atlantic and RMS Pipe - Atlantic.

30. 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, 2013 to June 30, 2014.

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 Canadian 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.
- 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, even though verifications are now conducted on an annual basis.
- For the period of July 1st, 2013 to June 30th, 2014, membership decreased by about 2% in some units represented by CUPW, which represent a drop of 1,040 members.
- For the urban unit only, the decrease represents 1,328 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, 2013				
	URBAN OPERATIONS	RSMC	PRIVATE SECTOR	TOTAL
Average: July 1 to December 31, 2013	42,804	7,836	746	51,386
Average: January 1 to June 30, 2013	43,437	7,771	746	51,954
Variation	(633)	65	0	(568)

AVERAGE NUMBER OF MEMBERS IN GOOD STANDING, MEMBERS AND RAND MEMBERS BY BARGAINING SECTORS JANUARY 1 TO JUNE 30, 2014				
	URBAN OPERATIONS	RSMC	PRIVATE SECTOR	TOTAL
Average: January 1 to June 30, 2014	42,109	8,039	766	50,914
Average: July 1 to December 31, 2013	42,804	7,836	746	51,386
Variation	(695)	203	26	(472)

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, 2013				
	FULL-TIME	PART-TIME	TEMPORARY	TOTAL
Average: July 1 to December 31, 2013	37,648	5,949	7,789	51,386
Average: January 1 to June 30, 2013	38,338	6,117	7,499	51,954
Variation	(690)	(168)	299	(568)

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, 2014				
	FULL-TIME	PART-TIME	TEMPORARY	TOTAL
Average: January 1 to June 30, 2014	37,201	5,852	7,859	50,914
Average: July 1 to December 31, 2013	37,648	5,949	7,789	51,386
Variation	(447)	(95)	76	(472)

CHART 3
(All figures have been rounded off)

AVERAGE NUMBER OF MEMBERS BY STATUS JULY 1 TO DECEMBER 31, 2013				
	MEMBERS IN GOOD STANDING	MEMBERS	RAND	TOTAL
Average: July 1 to December 31, 2013	45,244	2,056	4,571	51,831
Average: January 1 to June 30, 2013	46,152	2,050	4,176	52,378
Variation	(908)	(54)	395	(547)

Note: 445 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2013.

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

In accordance with section 1.23 of the National Constitution, 112 members have received Retired Member status in CUPW but are not included in the above charts. All figures that appear in the charts have been rounded off.

AVERAGE NUMBER OF MEMBERS BY STATUS JANUARY 1 TO JUNE 30, 2014				
	MEMBERS IN GOOD STANDING	MEMBERS	RAND	TOTAL
Average: January 1 to June 30, 2014	44,234	2,056	5,084	51,374
Average: July 1 to December 31, 2013	45,244	2,056	4,571	51,831
Variation	(1,010)	0	513	(457)

Note: 460 lifetime members are included in the number of members in good standing for the period of January 1 to June 30, 2014.

445 lifetime members are included in the number of members in good standing for the period of July 1 to December 31, 2013.

In accordance with section 1.21 of the National Constitution, 122 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, 2013						
REGION	URBAN OPERATIONS				PRIVATE	RSMC
	Group 1	Group 2	Group 3	Group 4	Unknown	Total
Atlantic	1,159	1,366	29	5	11	2,570
Quebec	839	2,279	5	0	2	3,125
Metro-Montréal	2,801	3,084	139	9	1	6,854
Central	1,449	2,033	36	5	1	3,564
Metro-Toronto	4,083	3,041	212	16	8	7,360
Ontario	1,861	4,690	65	10	1	6,627
Prairie	2,961	4,147	125	17	3	7,252
Pacific	2,239	3,930	74	6	3	6,252
Total	17,392	24,610	705	68	29	42,004
	746	7,836				51,386

AVERAGE NUMBER OF MEMBERS BY REGION, GROUP AND BARGAINING SECTORS JANUARY 1 TO JUNE 30, 2014						
REGION	URBAN OPERATIONS				PRIVATE	RSMC
	Group 1	Group 2	Group 3	Group 4	Unknown	Total
Atlantic	1,139	1,364	30	5	14	2,553
Quebec	801	2,340	5	0	3	3,049
Metro-Montréal	2,756	3,053	160	8	3	6,980
Central	1,389	2,014	35	5	1	3,444
Metro-Toronto	4,068	3,067	208	17	10	7,370
Ontario	1,797	4,558	62	10		