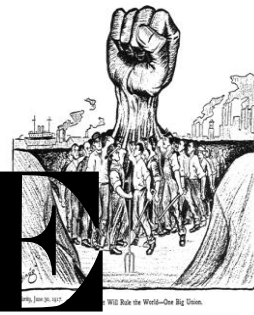




UPDATE



Canadian Union of Postal Workers Winnipeg Local 856

Arbitration

The arbitration process imposed on us by the unconstitutional back to work legislation commenced this week in Ottawa.

The arbitrator that was appointed by the Liberal government, Elizabeth MacPherson was to hear from the Union and management representatives, to determine which issues were still in dispute.



Initially, the legislation had given this task to the Labour Minister, but Patricia Hajdu, chose to pass those responsibilities to the arbitrator.

The next step in the process is to determine what type of arbitration process would be used. The legislation provided two types of arbitration processes:

- **Conventional interest arbitration**

Under Conventional Interest arbitration, the arbitrator is free to impose any award of her/his choice, that is based on her/his best judgement of an appropriate settlement. This award may, but does not have to be, a compromise between the parties' final offers.

- **Final Offer Selection**

Under Final Offer Selection the arbitrator is allowed to select one or the other of the disputants' final offers as the arbitration award.

The Union will participate in the arbitration process on a "without prejudice" basis subject to any challenges or court rulings on the back to work legislation.

Health and Safety vs. The Bottom Line

At a recent consultation in early December, the topic of protective clothing was discussed, specifically the issuing of parkas for members required to work in the loose load trailers at the Winnipeg Mail Processing Plant. We were told by management representatives that the process of securing parkas began in June, with members filling out order forms, providing specific sizing information, but that complications had developed and that they were "working on it". Well it's January now and guess what happened?..... Nothing.



When reminded of the issue and the need to address this serious health and safety situation, management responded by saying members have clothing entitlements ("quilted jackets") as was consulted on, (It wasn't) and that supervisors were going to suggest to members to order a larger size so that they can "layer". Don't know what consultation they were referring to but the Union sure wasn't there. The discussions that occurred during consultations regarding protective clothing for trailer work was limited strictly to parkas, and that the employer had committed to providing them.

Cue the standard Canada Post memory loss and corporate moonwalk in reverse.

Once again in the battle between health and safety and the bottom line at Canada Post,.. the bottom line wins

The Shift Bid Shite Show.

We have to admit, out of all of the annual bid consultations at the WMPP that have occurred throughout the years, this one was like no other.

A circus, gong show, shite show, neatly bundled into a clusterpuck package that is being rolled out as we speak. Changes were proposed without any rationale, a complicated plant /section profile became even more complicated, with no apparent benefit to the corporation. Some schedules that were proposed were not the same as the ones offered to bid on. False starts occurred in a number of sections, where bidding had to stop because of a screw up. Obvious violations of the collective agreement (minimum hours for part time, reclassification without agreement), changes to hours of work, little to no job rotation, even a situation where one section was given a option to bid on a schedule from an entirely different section.

Add to this, “clouded assignments” assignments that are here, but not here ??? Members bidding for a shift but don’t end up appearing on any schedule. Chaotic, perplexing, baffling, at times nonsensical... in other words Canada Post normal, but this time they really outdid themselves. How this turns out is anybody’s guess, but the ride should be more than interesting.

Educational Opportunity

The Prairie Region 3 day spring Educational will be held March 1, 2 and 3rd, 2019 in Edmonton Alberta. Courses being offered are :

- **Solidarity Skills level 2**
- **Social Steward**
- **Updating Routes and Basic Letter Carrier Route Measurement System**
- **Basic Shop Steward .**

Please refer to your Union bulletin boards for more details. The more educated we are, the less likely the employer will try and violate our rights

Turning Over Rocks



- **Suggestion of the month:** That PCR manager **Sheila Poot** move her desk and computer into a looseload trailer for a day in the middle of January, as a “walk a mile in my shoes” challenge. Don’t forget to layer Ms. Poot.
- The “**Can’t keep my finger off the delete button**” award goes to the shift # 3 superintendant, who has developed a deep passion for sending employees home when he’s cranky. “Mr. Congeniality” hasn’t figured out yet how all those employees are going to contribute to his productivity numbers while they are at home nursing a pale ale. How about trying to find that “pause button” whenever you feel your temperature rising.



- “Geez it’s freezing out here” says the management type as they walk from their heated office to their heated, command - started vehicle. Yup it is. But hey! Whatever it takes when we’re doing our most for Canada Post.

Your welcome.

- Well it looks like Local management has lost CEO Jessica McDonald’s memo about building better relations with it’s employees. Local management has issued a blackout of any un-bid vacation leave blocks, but will entertain a switch of weeks at their discretion, only with their permission. They also kindly blacked out all stat holiday weeks for pre-retirement leave, and for an encore, they have now banned individual RDO switches in the plant. Thank you CPC for once again recognizing our contributions.

