

cupw•sttp 2017-2018

# Negotiations

Urban Postal and RSMC

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## GROUP 1 MAXIMIZING FULL-TIME POSITIONS

Group 1 staffing has been a major concern for many years. In fact, the ratio of full-time hours is even lower now than when we first negotiated Appendix “P” in 1999.

### Problems With Appendix “P” Language!

Appendix “P” has been in the Urban Operations Collective Agreement for almost 20 years and originally created hundreds of full-time Group 1 positions. Over the years, Canada Post has not met the full-time to part-time ratio of 78% and has not fulfilled its contractual requirement to create these full-time positions. One of the problems with the current Appendix “P” language is that when they do create positions, we have no control over where they are created. Canada Post has been putting the majority of the Appendix “P” positions into the large processing plants and then deleting positions shortly after they are created. For Appendix “P” to be an effective tool for creating and maintaining full-time Group 1 jobs, we need to have more control and input into where the jobs are created and language that would prevent Canada Post from deleting full-time positions which offset our gains.

### Other Solutions to Protect Full-Time Jobs

There are numerous other options that our negotiating committee and the National Executive Board are studying, which would create and protect full-time Group 1 jobs. One of the ideas that was introduced during the last round of negotiations, is a local solution based on the total number of hours worked by part-time and temporary employees in each location. We will continue to investigate this option to determine if this will improve the situation for Group 1 workers in every location.

### What Can You Do?

There are many things that we can do to fight for regular full-time jobs. Work floor activities are the most effective and can include: wearing buttons supporting full-time work, signing banners or posters in support of our negotiations or taking group photos on the work floor. It is also important for locals to file grievances when there are violations where back-to-back part-time positions add up to eight hours or more and when the Corporation uses excessive part-time hours and temporary hours instead of creating full-time jobs. Protecting regular full-time jobs requires all of us to be diligent and raise concerns.

### Our Demands Are Worth Fighting For!

Solidarity!



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