

NEGOTIATIONS

BUILDING NOW**FOR THE FUTURE**

2021-2022

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Bulletin #001

MEET YOUR 2021-2022 URBAN OPERATIONS BARGAINING COMMITTEE

The National Executive Board has appointed the Negotiation Committee members who will represent the Urban Unit during the 2021–2022 round of negotiations. The five members, which include a technical aid, will be joining Sister Lana Smidt, recently appointed Chief Negotiator for the Urban Operations bargaining unit, bringing diversity and a wealth of experience. Carl Girouard, the National Grievance Officer, in accordance with the National Constitution will act as technical consultant.

GISELE MILLER

Gisele has been a union representative for the Ontario Region since April 2017 and has been working in the grievance environment for many years. She began her career at Canada Post in 1999, in Hamilton, as a Group 1 employee. She later changed classifications and groups when she became a letter carrier. As such, she has great knowledge of the work CUPW's members do. Over time, she has held several union positions, been involved in a pilot project, taken part in consultations with management, and defended grievances before the employer and in arbitration for both the Urban and RSMC units.

Gisele is a highly organized individual. She prides herself in being well prepared and spares no effort to defend the rights of the members in her region. This may be her first role at CUPW's national bargaining table, but the experience she has acquired over the years truly qualifies her for this new position.

ANNY LESAGE

Anny was hired by Canada Post in 1997 and became involved in the union towards the end of the 2000s. In 2011, she was elected for the first time as union representative for the Metro-Montreal Region. She served two terms in that capacity, before being elected as Regional Grievance Officer in 2019. She is well versed in grievances. Some talents that make Anny particularly suited for her new position are her research skills, her ability to always find the right words, and her expertise in building a solid case to argue the merits of the grievances.

Because she is level-headed and discreet, Anny takes time to think matters over and prepare herself for any contingency. She is very respectful of other people's opinions and is constantly seeking solutions. Although this may be her first role with the National Bargaining Committee, her background has provided her with the necessary tools to fight for the members.

JIM GALLANT

Jim, who is also joining the Urban Operations Negotiation Committee for the first time, brings a solid experience in bargaining, which he acquired with private sector units. He has been involved in 11 rounds of private sector negotiation, written contractual language and ensured these newly negotiated rights are respected by the employers.

Jim knows how to prepare and argue regular and formal cases at arbitration and has a thorough understanding of the current collective agreements. Jim was hired by Canada Post 33 years ago. He has held positions with the Atlantic Regional office for 13 years, the past 11 as Regional Grievance Officer. Because of his experience, both with the union and on the work floor, he knows the members' job descriptions inside out and the duties they perform daily. Jim's very diverse expertise will serve the Negotiation Committee well.

JORDAN FORDE

Jordan has worked at one of the country's largest mail processing plants, Gateway, for the past 10 years. He was a steward for seven years, before taking on the role of lead steward. In these roles, he has conducted many grievance investigations and level 1 hearings, and has participated in many consultations.

Jordan is well versed in legal language. He has an Honours degree from the University of Waterloo in Legal Studies, with a minor in Sociology. He has participated in mock trials, is familiar with legal proceedings, and has worked as a legal assistant in a Criminal Law Office.

He has been the chair of the Toronto Local Youth Committee for three years, and is driven to get younger members involved in the Union. He understands the importance of building activists to ensure our voices are heard in the years to come. Although, this will be Jordan's first time on the National Bargaining Committee, his experience and passion for worker rights will serve the committee well.

TECHNICAL AID TO THE BARGAINING COMMITTEES: RONA ECKERT

Since 2011, as a National Union Representative assigned to Consultation, Rona meets with the employer weekly to discuss issues at consultation. She is very responsive to issues that arise when these changes are implemented, including new and modified procedures and she is used to communicating important and sensitive information through the appropriate channels of the Union. Always well organized and prepared, Rona is able to find the necessary documentation to defend her point and defend members' interests. Thanks to her in-depth knowledge of national issues, she has had the opportunity to serve as witness in many national grievance procedures and help those in charge of national grievances.

Rona brings 33 years of experience acquired in the workplace and in many union positions at all CUPW levels. This past and recent experience will be an invaluable asset to the Negotiation Committee in her role as technical aid.

We are convinced that Sisters Anny, Gisele and Rona, and Brothers Jim and Jordan will make us all proud at the bargaining table. They can certainly count on our support.

Congratulations on their appointments to the committee!

Support your negotiating committee. Attend ratification meetings for the program of demands. Support any actions by the National or local to let the employer know that you support your negotiating committee and the members' demands.

In Solidarity!



Lana Smidt

Chief Negotiator, Urban Operations Unit