



# CUPW

Calgary Local #710

December 14, 2011

## THE SHAFTER

### Grievances or.....

Over the course of the last year the Calgary Local has regularly submitted and then scheduled hearings for your grievances. Over the course of the same year, the Employer has cancelled Level One grievance hearing dates so often that we are backlogged approximately a year!!!!!!!!!!!!

Decades ago, when employees had an issue that their employer wouldn't address or unjustly released or suspended a co-worker, the employees would walk off the floor. The grievance process was dreamt up by employers, with the assistance of the government of the day, to stop these wildcats as employers said they wanted their company's to be able to keep working without wildcat threats.

Now the Employer is denying justice to you by not hearing your grievances in a timely manner. The process used to be that any grievances submitted to the Employer by the Union up to Friday one week, were heard on Wednesday of the following week. It would seem that the Employer has decided your grievances take last precedence in their list of things to do.

It's time, therefore, that Supervisors, Superintendents or even Managers now deal with your issues on the workflow as they don't seem to want to deal with them in the grievance process. There are legal things you can do to show the Employer you are serious about the grievance process even if the Boss seems not to be!

Phone and let me know what ideas you have come up with!!!! The Organizing Committee will be meeting shortly to discuss different ways on the workflow to tell the Boss to get back to Grievance Hearings!!

### Zamboni!

Snow clearing in the CMPP parking lot has taken on a whole new meaning. Seems like the Boss has hired a zamboni to resurface the ice in the parking lot! Ever notice it seems like a skating rink every time after it's "cleaned"?

## **Health and Safety:**

And whose idea was it to move the curbs out from the building where the CPC trucks park for the Depots. Was this to be trial by torture. The trucks now sit just out past the end of the overhang so when they are loading, they can expect to have a dump of snow down their necks. Health and Safety, my .....

## **Health and Safety - Part 2**

How high can you stack the belt? That seems to be the question asked by the Boss these days. What will happen when a parcel falls off and hits you? The Boss will blame it on you saying you weren't working safely!

And what does the person do who can't reach the high parcels? Leave them or ask the Boss what to do or ask the Boss to remedy the Unsafe work. As soon as the mail doesn't move, the Boss is right there with bells on, right? Put him (or her, whichever) to use!

## **Hey, MSCs:**

Did you know the Boss is loading your truck at more than 95% at times? This means that you are working for free every time it's past the 95%. Ask for the overtime.

## **Christmas:**

How can you tell it's Christmas? Supervisors are working!!! Doing our work, that is, rather than paying you the overtime rates to get the work done.

## **CPC reneges on consultation agreement !!!!!!**

December 2, 2011 the Local consulted with Local management about shift changes for Letter Carriers for 4 particular dates in December. The Employer agreed that it wouldn't change the shift of Carriers. The same day, again local consultation with the Employer, the Employer agreed they wouldn't require RSMC's to do a second trip.

CPC reneged on both of these agreements the following Monday (December 5, 2011). So what is the sense of consulting with the Employer? They agree to your face then do the opposite behind your back?

## **Boss trying to save money on your back!**

When you work overtime or perform overtime work, you are entitled to be paid. Far too often, supervisors are denying Letter Carriers and MSC's overtime pay.

Did you submit a written overtime request and it was denied? Talk to a Shop Steward, submit a grievance if it is necessary. You work the overtime, you're entitled to be paid.

## **And who has an ego problem?**

Day shift supervisory type told one of our members, "I have the Power. I can do whatever I want with you". No, Mr. Supervisor, you don't have the power. But if you are thinking those types of thoughts, there is the EAP program. Seek help!

*Anna Beale*

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