



CUPW

Calgary Local #710

January 9th, 2012

THE SHAFTER

The more things change, the more things remain the same:

This is reinforced every time I'm in any of the workplaces. Supervisors think they know things, supervisors believe the workers know nothing and treat them accordingly **yet** CPC talks about respect!

Speaking of respect:

CPC told the RSMCs in mid-November they would be paid \$1.00 per parcel and 44 cents per km when they delivered parcels on the week-end. A number of RSMCs have been doing this delivery. **NOW, CPC send them all a letter telling them they won't pay the \$1.00 per parcel (they will pay the 44 cents per km).**

Instead these parcels will be counted into their PCI count on their audit next year. CPC has never taken into account parcels/PCI's delivered in December, July or August due to the higher/lower volumes skewing the average (they say).

RSMC's are now delivering these parcels for 44 cents per kilometer!!!!!!!!!!!!!!!!!!!!!!

And Speaking of Respect:

Management always quotes part of Article 2 of the Collective Agreement, "*management has the right to manage...*" **(there is more but they ignore it)**. They state it is *their* workflow and *they* will manage *their* workflow.

They talk about respect. Therefore, the supervisory-types should be setting the example. However, the example that a number of them are setting is to harass, to bully, to threaten and, in some cases, outright lie.

If your supervisor is harassing, bullying or threatening you, document it in writing and bring it to the Local. **You are entitled to be treated with respect.**

Being allowed to supervise employees is a privilege and a number of them seem to have forgotten that. If they ever knew it!!!

Do you know where you are?

If you could see what some supervisors write on the "Supervisors' Accident Investigation Report" (SAIR) you'd really wonder why they got hired! A Letter Carrier was injured on his route at an address in a northeast Calgary area and the supervisor wrote on the SAIR that the accident occurred in Sault Ste. Marie!

The Employer uses these reports as part of their WCB case!

Things Supervisory-types say to you:

When you complain about how high the belt is piled, the Day Shift supervisor says: "It's OK to stack parcels high on the belt because taller people will unstack them!!"

Scheduling is hard???

When you tell the Shift #3 supervisor that the rotation of duties he has scheduled for that day doesn't work, he says: "It's really difficult to do a rotation of duties." Does he mean it's hard to read the numbers on the weekly work schedule???

What Management Style is this:

Supervisor asks you a question and as you start to answer, he asks you the same question again. This happens 3 more times and in frustration you yell "NO." Then said supervisor berates you for yelling and threatens you with discipline. Then this shift 3 supervisor berates his superintendent to you!!!!

Health and Safety is important to Canada Post???

Letter Carrier stops of delivery of mail to an address under Article 33.13 (Health and Safety). Supervisor screams at the Carrier to deliver the mail. Carrier says no due to Article 33.13. Supervisor then "delivers" that addresses mail by throwing it onto the addresses porch!!!! (It gets better) Same supervisor then wants the Letter Carrier to sign off saying he had been told how important Health and Safety is!!!

Postal Transformation :

PT is coming to you with...

- 2 bundle method,
- belly pouch,
- miners lamps
- what's next, a backpack???

CPC has a Pilot Project for Letter Carriers in Postal Transformation: **Miners Lamps**. This is CPC's solution to the second wave of delivery. Second wave doesn't finish delivery often, until after dark. If the routes started earlier, miners lamps wouldn't be needed.

Called on his comments!!!

The day shift supervisor who made the comment: "I have the power...." doesn't like seeing his comments in print!! That copy of the Shafter was found in the garbage and clerks on the workflow were angrily addressed by him about that comment. Well, Mr. superviosr, if you don't want your comments published, you shouldn't vocalize them!!!

Confusion upon hiring

Just what are supervisors told when they are hired on by CPC? That they are part clerk and part supervisor? Is that why they are so willing to do our work?

Maybe somebody should ask these new supervisors. Are they also told they will be getting an averaged supervisor / PO4 rate of pay? Do their bosses realize they are paying supervisory rates of pay for PO4 work? **Inquiring minds want to know.**

Anna Beale

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