

21.06.04 - Report: CPC EMPP 2021 Schedule Change Proposal & Consult

On June 2 / 2021 a team of union activists and workforce leaders representing their respective affected sections assembled in hopes of meaningful consultations with the employer, at the employer's request. The topic of this consultation was the division of labor and their insistence on removing day shift positions to streamline their operation.

The corporation's claim was that lower than expected mail volumes in the form of packets and parcels were to blame for the need to shed 21 day shift positions. And in the process displacing 5 evening workers, and negatively affecting a total of 26 employees' work life balances, and throwing the workforce into chaos. They proposed moving 14 positions from the Parcels section, and another 5 from the Packets section; in the midst of a pandemic, a time when online sales are exploding and likely to continue to grow, to the very same lettermail sections that they've been claiming declining numbers in for decades. They also proposed tweaking the RDO patterns in several other sections.

Our team met virtually on June 1, 2021 to prepare our arguments and spent 4 hours speaking with one another, listening to, and getting feedback from one another, with a small group spending 3 additional hours to try to come up with a counter proposal for the largest affected sections. The following day, again virtually, led by Amanda Cowie (Regional Grievance Officer), Roland Schmidt (Local President), and Chris Pilgrim (Second Vice President), our team of activists and representatives from the affected sections worked extremely hard to convince the corporate members in attendance that this was not the right course of action. We debated for 8 hours how the corporation could minimize the effect on the hard working members of the EMPP and offered numerous counter proposals. Several members pointed out that the staff was not required on the shifts they were to be sent, and would be more valuable on their current shifts and sections. But these statements fell on deaf ears.

The term "meaningful consultation" has different meanings to different people I suppose, because it seemed like only one side of the table was there to consult. The other side already had their minds made up of what they wanted, or had been given their marching orders to be strictly clung to. With dozens of requests for access to the supplemental hours in these sections, that would show the small army of temporary workers and extended use of the part time staff being denied by the corporation. By not allowing the union the broader view of the workflow in the plant it made a real push for victory for the home team almost impossible. And alas, the membership has no real bargaining power in this arena. All we can do is put forward our best argument and make sure the collective agreement and local agreements are adhered to.

You've probably heard it said before that Canada Post will do what Canada Post wants to do. Well, this is no exception. Each representative from their affected sections fought tirelessly to try to sway the decision of the corporation and put forward very good arguments. And it pains me to say that CPC will unilaterally move 21 day shift positions despite our objections. We did however make some ground with the RDO patterns to somewhat maintain work life balance for some of our members.

Below is a list of all the changes CPC will be making to the EMPP schedule. In the coming weeks we will need further feedback from affected sections on an upcoming rotation of duties consult. If you have any questions, concerns, or would like to be involved in future consults, please contact me: empp730@gmail.com

In Solidarity,

Chris Pilgrim
2nd Vice President (EMPP), CUPW 730

Technical Summary:

1. Packets/Bundle Sort

Shift 1 Ft - No Changes
Shift 2 Ft - Proposed
- Moved: 5 Positions To S/L Mech Shift 3 And RD SU-TH
Shift 2 Pt - Amended
- Change To Unscheduled And RD
Shift 3 Ft - No Changes
Shift 3 Pt - No Changes

2. Parcels/Shipping Runouts

Shift 1 Ft - No Changes
Shift 2 Ft - Amended
- Moved 14 Positions: 5 To S/L Mech Shift 3, 7 To O/S Shift 3, 2 O/S Shift 1, RD Change
Shift 2 Pt - Amended
- Change Unscheduled And RD
Shift 3 Ft - Amended
- 3 MO-TU RDO Converted To FR-SA RDO
Shift 3 Pt - Amended
- Added: 4 Positions From S/L Mech Shift 3 Pt

3. City Parcels

EDDD Shift 2 Pt - No Changes

4. S/L Mechanized

Shift 1 Ft - No Changes

Shift 2 Ft - No Changes
Shift 3 Ft - Newly Created
- New Positions Added: 5 From Parcels Shift 2, 5 From Packets Shift 2
Shift 3 Pt - Amended
- Moved: 5 Positions To Parcels Shift 3
- Deleted: 1 Vacancy
- Hours Reduced From 28 Hours To 24 Hours Per Week

5. **S/L Manual**

Shift 1 Ft - No Changes
Shift 2 Ft - No Changes
Shift 3 Ft - No Changes

6. **Oversize**

Shift 1 Ft - Proposed
- Added: 2 Positions From Parcels Shift 2
Shift 2 Ft - No Changes
Shift 3 Ft - Newly Created
- Added: 7 Positions From Parcels Shift 2
Shift 3 Pt - No Changes

7. **Rvu Shift 2 Ft** - No Changes

8. **City Finals Shift**

Shift 1 Ft - No Changes
Shift 1 Ft - Amended
- Change In Hours
- Added Relief Position

9. **Pubs & Admail**

Shift 2 Ft - No Changes
Shift 3 Pt - No Changes

10. **Receipt & Despatch**

Shift 1 Ft - No Changes
Shift 2 Ft - Proposed
- Moved: 2 Positions To Shift 3
- RD Change
Shift 3 Ft - Amended
- Added: 2 Positions From Shift 2
- Change RD Pattern