



Royal City

CUPW Local 740

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Brothers, Sisters and Cousins,

The Royal City Local Executive is in a majority No position regarding the upcoming ratification vote to either accept or deny Canada Post's proposal to extend our arbitrated contract by another two years. And while your vote is your own, and I will always respect a fellow member's position when it comes to such matters, I'd like to explain why I feel so strongly about voting NO.

1) **HEALTH & SAFETY**

The overburdening has become unbearable and completely unmanageable for both bargaining units. Folks are physically and mentally breaking at every turn and early retirement is being forced upon people at an alarming rate because their bodies have made up their minds for them. And when we do break, our insurance provider fights us every step of the way and steals 5 personal days from us right out of the gate. SHAME! We must negotiate for better, stronger and healthier working conditions.

2) **TWO TIER WAGES**

How can we accept this for two more years? We have members working side by side with other members making significantly less... \$7.00 less. This was forced upon the membership in 2011. The union has and always will be staunchly opposed to this. Thousands of workers are affected. Not to mention, that this was one of the top demands put forth by all regions to be put on the table to negotiate. This cannot wait any longer!

3) **RELIEF FOR RSMCs**

There are still what feels like countless offices across the country that do not have the simple right to a relief worker. Finding coverage for yourself when sick, on annual, for bereavement and/or an emergency situation is completely unreasonable at this stage of the game. Having to find your own relief induces stress and anxiety and more times than not, the boss is completely unsympathetic to the worker.

4) **THE OFFER OF A 2% WAGE INCREASE**

This makes little sense to accept considering this does not keep up with inflation. If inflation is between 3-5%, why would we consider this a reasonable offer? Let's not forget that we the workers just carried this corporation through a pandemic! It was as if the Christmas season never ended and we were stuck in parcel hell all while having things like SSD stuffed down our throats as a thank you. And with the incredible rise in gas prices, this offer does nothing to help RSMC's with being able to fuel their vehicles for work. The offer of 2% is insulting.

5) **HOURLY RATE OF PAY FOR RSMC's**

The Deerfoot MOA that speaks to RSMC's, is in my opinion far too vague. It does not address how overtime will work, what all hours worked really means and start times. This needs to be tightened up. I have faith that our negotiating committee can fight for a much better offer with solid language

6) **LUMP SUM SIGNING BONUS**

This is not a reward; this is a bribe. We are better than that. A large portion of this money will be lost to deductions and this lump sum is not pensionable. In a few months' time you will forget that you received that money. We need money invested in our actual wages where we see and feel the difference in our lives. Not quick and petty one time pay offs.

Those are but a few of my more main concerns. Some honorable mentions include:

- The COLA Clause
- Improving rights for both TEMPS & OCRE's
- Staffing for group 1
- The two bargaining units remaining separate when they should be amalgamated. Also, a top demand put forth by all regions.
- 7 personal days is not enough
- Insurance compensation for RSMC'S
- Language pertaining to the two wave system
- Just a few short months ago, each Region across the country worked incredibly hard at hammering out and passing resolutions to be negotiated on. This ratification bypasses the work that was done without bringing forth any of the top demands. All of this lands us in a grey area of our Constitution and we should never find ourselves in such places.

Please give all sides of this offer some serious thought. There is a lot at stake here and it is worth having the sometimes difficult conversations. I respect the hard work, opinions and feelings of everyone within our union. CUPW has moved mountains throughout history within the labour movement and my hope is that we continue to do so. An injury to one is truly an injury to all.

In Solidarity and friendship,

Brooke Backus
President
Royal City Local 740