



## B.C. Federation of Retired Union Members

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Oct 24, 2018

**Jessica L McDonald**  
**Interim President and CEO Canada Post**  
Corporate Secretariat  
Canada Post  
2701 Riverside Drive N1120  
Ottawa ON K1A 0B1

Dear Jessica L McDonald,

### **Re: Fair Collective Agreements for the Canadian Union of Postal Workers**

I am writing to you on behalf of the BC Federation of Retired Union Members (BC FORUM). We represent thousands of retired and working members from unions affiliated to the BC Federation of Labour.

BC FORUM strongly urges you to make every effort possible to achieve a just, decent, and fair collective agreements with the Canadian Union of Postal Workers. BC FORUM strongly believes that workers in both the Urban Operations Bargaining Unit and the Rural and Suburban Mail Carriers Bargaining unit deserve fair collective agreements that meet their needs.

BC FORUM supports the CUPW strike, even though our members use Canada Post to send and receive mail. Our members are appreciative that CUPW and Canada Post have agreed to deliver CPP and OAS/GIS cheques during a strike. We urge you to take the necessary steps to achieve a negotiated fair collective agreement with CUPW so that our members can continue to use their public postal service.

BC FORUM members are very concerned that the numbers of injuries at Canada Post is increasing. The recently released Canada Post Social Responsibility Report stated that full day lost injuries increased by 36% in 2017 and the lost time injury rate was 46% greater than it was in 2015. Our members know that workplace injuries not only affect the worker, they also affect the worker's family. Our members know that often workplace injuries result in a decreased ability for a retiree to enjoy her/his retirement. We support CUPW in their efforts to protect their members from injuries.

BC FORUM members know that full time secure work is part of the recipe for a secure retirement. Full time secure work increases workers pensions and the amount of the Canada Pension Plan they receive. Sadly, our members know that temporary and precarious

employment makes peoples retirement insecure. This is why we support CUPW's bargaining position to increase full time work and to reduce precarious work.

BC FORUM members have spent years in a vast array of workplaces. We still hear stories from our members about how upset they were when they were required to work extended hours and/overtime for free. This is why we support CUPW's insistence that Rural and Suburban Mail Carriers get paid for all the hours they work.

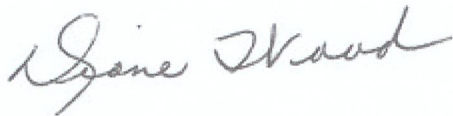
BC FORUM is a long time supporter of equity for women workers. For BC FORUM treating male and female workers equally is fundamental. This is why we are distressed that Canada Post is still failing to treat the largely female Rural and Suburban Mail Carriers Bargaining unit equally.

BC FORUM members recognize that frequently forcing people to work overtime is very problematic. It upsets their work-life balance, and takes them away from their children and families. With an increased number of workers caring for their parents, we recognize how regular forced overtime can negatively impact on seniors. We also know that many of our members are taking on more and more child care tasks for their grandchildren. Regular forced overtime puts these grandparents in a difficult situation and gives them less time to rest, relax and pursue other interests.

BC FORUM members live all over B.C. Some of our members have access to banks in their community, and others are unable to access in person banking. This causes hardships as they have to drive to do their banking. Not all of our members feel comfortable using on-line banking and others cannot afford computers. This is why BC FORUM is supportive of CUPW's demand for postal banking.

In conclusion, BC FORUM members support CUPW in their efforts to achieve decent and fair collective agreements that meet their needs.

Yours truly,

A handwritten signature in dark ink, appearing to read "Diane L. Wood". The signature is fluid and cursive, with the first name "Diane" being more prominent than the last name "Wood".

Diane L. Wood  
President

dlw/tc