



June 17 2016

**Ms. Françoise Bertrand**  
**Task Force Chair**

Ms. Bertrand,

On behalf of the Association of Postal Officials of Canada, we wish to express our congratulations on your recent appointment as the Chair of the Task Force Mandate Review. Furthermore, we appreciate the time and the opportunity that you and the Task Force members afforded Madeleine Roy, our National 1<sup>st</sup> Vice President and myself on Friday, May 27, 2016 at the Portage office in Gatineau.

The Association looks forward to working with you and participating in the mandate review process, particularly in light of the challenges and opportunities facing the Canada Post Corporation today.

As presented the Association is the bargaining unit certified by the Canada Industrial Relations Board to represent those employees who supervise the processing and delivery of the mail, the Commercial Sales Force, and employees who oversee the processes involved in moving Canada's mail. We currently have approximately 3400 members in 28 branches across the country, with the largest being situated in Toronto and the smallest in Prince Edward Island.

The Association is a trade union with a very progressive approach to labour relations. We are strong advocates of Alternate Dispute Resolution and Interest Based Negotiating as opposed to the traditional adversarial methods. Our unique blend of broadminded thinking and collaborative problem solving place us in a distinctive position to assist the Task Force.

Our organization is governed by the National Executive, which consists of 4 full time officers, the National President, the 1st National Vice President, the 2nd National Vice President and the National Secretary Treasurer, along with 9 Divisional Vice Presidents, who balance their Association responsibilities with their substantive positions within the Corporation. These positions are elected every three years at our National Convention. During our upcoming

National Convention that will be held in Quebec City in June, we will be celebrating our 50 year anniversary.

During our meeting on May 27, the Task Force asked us what we were expecting from the study. It is difficult for an organization of our size to devote the resources required to provide the Task Force with a comprehensive report addressing all the issues and factors that would assist the Corporation in the delivery of quality and affordable postal services for Canadians.

Nevertheless, the Association can state unequivocally that the past success of the Corporation has been a direct by-product of the work and contribution of its employees. It is the Association's apprehension that any changes which the Corporation will seek implement will result in a negative impact on the terms and conditions of employment of its employees. Therefore, it is the Association's position that in order for the Canada Post Corporation to be successful it must attract a high level of talent. This can only be achieved by providing attractive working conditions for employment, which must include good benefits and a strong pension plan for its employees.

The Honorable Mr. Flaherty, in late 2013, spearheaded Government legislation which provided a five year exemption to Canada Post from the requirement to make payments to address the solvency deficit required under the Pension Benefits Standards Act. Unfortunately, this reprieve will come to an end without any further resolution on the horizon. This is clearly an issue that the Task Force must address.

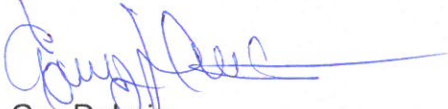
On the heels of this legislation, Canada Post presented its 5 Point Action Plan which included the Community Mail Box (CMB) project. We believe that the CMB project implemented in 2014 is but one solution to address the financial sustainability of the Corporation. This initiative will not only result in savings in labour costs but should also improve the working conditions of delivery agents across Canada. From a health and safety perspective, we believe that this initiative will reduce workplace injuries today and in the future. Canadians will also benefit from a more secure and reliable delivery of mail. Canada Post has also contemplated strategies to serve disabled and seniors citizens who raised concerns due to the CMB implementations.

We recognize that in remote areas there may be opportunities for Canada Post to provide more services to Canadians such as banking, as some citizens have to drive several hours to obtain banking services today.

The Association believes in a collaborative approach to seeking solutions to address the concerns all employees of Canada Post. The first step should be to ensure the provision of a solid and fair retirement. It is the Association's view that a successful Canada Post results in content and thriving employees which will benefit all Canadians. We seek your consideration in this regard as the Task Force performs its mandate in the coming months.

In closing, the Association is willing to participate with you and Canada Post in any way we can to assure our future and to provide the service to all Canadians at a fair price.

Yours truly,



Guy Dubois  
National President  
The Association of Postal Officials of Canada