

Canada Post Corporation Strategic Review  
330 Sparks Street (HCCR)  
Ottawa, Ontario, K1A 0N5

August/12/2008

CPCSR Submission;

I would like to begin the CPCSR with a qualification: I am entering my 23rd year as a letter carrier with Canada Post Corporation. During my entire employment with CPC, I have never been associated with the union as an Officer, at the Local level, Regional level, or National level. I am simply an employee of Canada Post, and a CUPW union member. Both of which are obligatory, if one wishes to become letter carrier, or postal worker, within Canada Post. I am only 3 years away from early retirement eligibility, so I am not necessarily writing for myself, but for the future generations of Canadians (both mine and yours), seeking a meaningful employment.

I have recently become aware of the four-month Canada Post Corporation Strategic Review, through Union bulletins which have been posted in our Brandon, Manitoba, Postal Operations Plant. I have not been informed of this CPCSR – in any detail by Canada Post. I have seen no media advertisements, on television, or radio, or newspaper. I am not even sure if the official CPC website is informing the Canadian public – in any great detail. If I were a member of the general public, I would be ‘largely unaware’ this CPCSR is even occurring. This is quite unfortunate, since the Canadian public has essentially funded the Post Office in Canada for over a century, with all of the prime urban real estate and buildings, Canada Post Corporation inherited in 1983.

Therefore, I remain initially curious as to why this CPCSR is even occurring? Canada Post Corporation has produced an annual profit for some time now, with profits forwarded to the Federal Government annually. Certainly, a far cry from the previous Government of Canada ‘Post Office Departmental’ days. Why therefore, a sudden need for a CPCSR deregulation study? As within all political endeavors, I presume there is a ‘financial reward’ - within the final results of this CPCSR – for some organization(s). (Since we currently have a Conservative Government in federal office, I will presume this will be within the private sector). I’m therefore also concerned, CPC may use the results of this CPCSR study, to infringe upon the Collective Agreement, and Health and Safety workloads at Canada Post.

One of the biggest issues I currently observe as an employee with Canada Post, is the ongoing Health and Safety issues - due to increased workloads. I believe next to the Canadian military, CPC has the highest accident rate in the country (it is indeed, a very physical job). For example, since June/2006 (following April/2006 CPC Productivity Increases) at Brandon, Manitoba, I have filed four separate WCB Claims. A total of six, if you wish to go back to 1993. And I am only one employee of (est.) 50,000 people.

Being a letter carrier, is similar to being a professional athlete, except pro athletes make millions of dollars annually, while a postal worker averages forty-five thousand dollars annually – before deductions. (Try buying a \$300,000.00 home on this wage). When I am injured, I need to rest, otherwise I will only aggravate my injury. (Professional Athletes are always given time off to recuperate). However, CPC ‘is all over us’, if we take any time off from work. Telephoning our homes, placing disciplinary letters on our employee files, threatening us with a constant dismissal. If the injury is WCB related, Canada Post will always appeal these decisions (95% of the time), placing their CPC lawyers - versus honest hard-working Canadian workers, (Check the CPC statistics, you would be appalled at their appeal rate). Canada Post is not interested in resolving ‘core’ Health and Safety issues. They are only interested in resolving the ‘injury statistic’, through daily harassment, and repeated WCB appeals, which continues at all levels of appeal, if CPC are denied initially.

I therefore remain even more concerned; ‘Postal Deregulation in Canada’ - will place even more pressure on CPC, to produce an annual profit - resulting in a further increased workload for postal workers. From the literature I have read, I understand ‘Postal Deregulation’ is relatively new to the Global Community, and not too many countries have participated in a postal privatization, or deregulation. If this indeed the case, and Canada Post is already producing an annual profit (for some time now), why is the current federal government in such a hurry to push through this clandestine (non-advertised) CPCSR Hearing, in such a brief four-month time-frame? Instead, let’s allow some additional time for full-public participation. Not just in urban centres, but also the rural communities as well. Thus allowing the federal government (and the CPCSR) to gain a fully encompassing, and fluent perspective on postal values in Canada. Opinions from all Canadians, and small business ownership groups, elsewhere.

In our current technological era of ‘the digital age’, with an immediate Internet access availability, allows the transference of immediate information. Postal security has become ‘a premiere issue’ to all Canadians. ‘Identity Theft’ is a very real affair, in this era of global terrorism. Upon consideration; Canada now has taken on an offensive (NATO) role capacity in various regions of the world, (we’re no longer a traditional United Nations peace-keeping mission), the federal government should therefore increase regulation, with an emphasis on postal security. With a deregulation, many Canadian companies would be submitting ‘Tender’ for letter-mail delivery contracts. Many of these upstart companies, will employ new-arrival Canadians (seeking meaningful employment). Although these ‘new-arrival’ Canadians have already passed preliminary security checks, their extended families (via cultural ties) overseas, may have already been previously affected (eg., by Canadian soldiers killing Afghan civilians). Therefore, involving numerous private sectors, into what has traditionally been a Federal Government Office, or Crown Postal Corporation, is only inviting further destabilization (through deregulation), and potential leaks into our National Security. We do not have to look any farther than the recent ‘Anthrax Scare’ in the US Postal sector to see this can occur. This could have very easily have been a ‘terrorist sleeper cell’ operation in America, (recently proven otherwise).

On the contrary, I would like to see the federal government expand postal operations in Canada – within Canada Post Corporation. Thus benefitting not only the Canadian public, but the next generation of employable Canadians as well. Canada Post could begin, by eliminating all of the community mail boxes we now see located in new suburban housing developments, instead expanding with a door-to-door delivery service. (It seems peculiar, some individuals living in subsidized housing within our urban centres, are receiving door-to-door mail service. Meanwhile, hard-working Canadians paying \$300,000.00 for a new home, must walk a quarter-mile to retrieve their daily mail (even at all hours of the night). Canada Post could also eliminate many of these ‘Mom and Pop’ ‘Variety Store Post Offices’, (P.O. usually located in the back), locations where many of this recent ‘lottery ticket frauds’ have apparently taken place. (Many of these storefront operations are employing new-arrival Canadians). Therefore, let’s return the post office – back to THE POST OFFICE. Postal Security must not only remain a priority, but today must now become a Government priority. Although immigration is obviously necessary for the overall growth of Canada, the USA government remains very outspoken and critical concerning ‘our slack’ immigration screening processes.

Based upon the recent Liberal Party platform, ‘Environmental Issues’ are becoming a premiere issue with Canadians, issues which obviously contribute to the overall ‘global community’. If a major federal political party is already aware of this issue, then I hope the CPCSR panel will comprehend this issue - more seriously. Deregulation will only increase the number of companies delivering the same amount of mail in Canada, on a daily basis. It does not take a PHD, to understand more delivery vehicles will be employed to cater the (same amount) of mail throughout Canada. Will this not therefore contribute to global warming? As children, we always delivered the daily newspapers on foot. Today, we see adult carriers delivering daily newspapers - with their vehicles running on the street. This same effect will arise, with multiple companies now delivering the daily mail, through a postal deregulation in Canada.

In our current Brandon, Manitoba, Post Office, there are approximately 40 full-time letter carriers. I would currently guess 70% of these employees are female, who are currently using their employment - to help raise a family - within our dwindling middle-class sector. Through postal deregulation, a reduction in the number of positions within CPC will occur, and many of these (current and future) female employees would not be able to make the necessary contribution, to maintain their family lifestyles. Meaningful employment is not available to these women elsewhere. (At least not in our city, a population of 40,000 people). Yet our real estate prices remain as high as Winnipeg, located over 2 hours away.

Working in my letter carrier position, I transcend all 3 social classes within my regular route. Why therefore, should we threaten ‘the social fabric of Canada’ (via gaining meaningful employment), through postal deregulation within an already profit-making industry? One has to only look south of the border, ‘to see the erosion of suburban society’ in America. Largely affected through a Free Trade with Mexico, which is now performing many of America’s traditional middle-class work. This Deregulation only

benefits the business community, which is a very small percentage of our nation's inhabitants.

I therefore believe the Federal Government has 'a social responsibility' – with Canada Post, not to further erode our dwindling middle-class sector (via meaningful employment) within Canada. The Federal Government (comprising all political parties) should debate this issue (before) in the House of Commons. Ideally, in a minority parliament (which we currently have), to debate this issue and eliminate any 'partisan enforcement'. The Post Office has always been a 'binding foundation within Canada', and to its citizens. 'Separation', is not only an ongoing issue in Quebec, but (oil rich) Western Canada has murmurings here as well. The Post Office therefore remains 'a structural foundation within Canada'. Let's not be so quick to dissolve this institution - through a deregulation. The federal government should instead take its time, to see how deregulation and privatization 'is playing-out in the global community'. This extra time created, would allow the CPCSR to involve all Canadians, and consult with all community groups, and survey all political parties, and concluded with a proper House of Commons debate. Otherwise, we are only eroding our democracy. In America, the current president has continually substituted the word 'capitalism' with 'democracy'. Let's not allow this to happen here in Canada. The Post Office remains 'our country's binding social fabric'.

I have noticed there is only a three-person advisory panel – currently overseeing this CPCSR hearing. I understand one of its members is Mr. Robert Campbell, who has published numerous books, and papers, on a postal deregulation and a privatization apothesis (I have never read any of his works). I only hope, another member on this CPCSR panel holds completely opposite views to Mr. Campbell's. This third member on the CPCSR panel must share equal views from both positions (deregulation versus CPC expansion). Otherwise, the ultimate results of this CPCSR hearing will be unfair and biased. Canadians deserve better. I feel I should know, I have been observing this trend at CPC for over 22 years now, on a daily basis.



Manitoba