

RESTRICTIONS ON MANAGEMENT ABUSE

Prior to 1980, the employer could arbitrarily reduce the hours of work and impose changes in shift schedules of part-time employees. In some locations, part-time employees were scheduled to commence work at 2:30 a.m. In some other locations, the hours of work were reduced to less than 15 hours per week.

In response, the Union negotiated restrictions on the use of part-time workers which strengthened the whole bargaining unit and benefitted many part-time employees.

- 20 hours of work a week minimum; 25 hours maximum
- prohibition against back-to-back shifts
- combining part-time positions into full-time positions whenever possible
- part-timers to work peak periods only

These provisions protect part-timers from being treated like casuals, while reducing the threat to full-time work.

EMPLOYER WANTS MORE PART-TIME WORK

The employer's drive towards self-sufficiency is eroding full-time positions while part-time positions increase. Many postal workers who now work part-time want full-time positions.

Management's effort to cut costs through greater "flexibility" (i.e. part-time workers) and to reduce the work-force through attrition threatens the likelihood of many part-timers obtaining a full-time job.

SUPPORT UNION'S ACTIVITIES AND DEMANDS

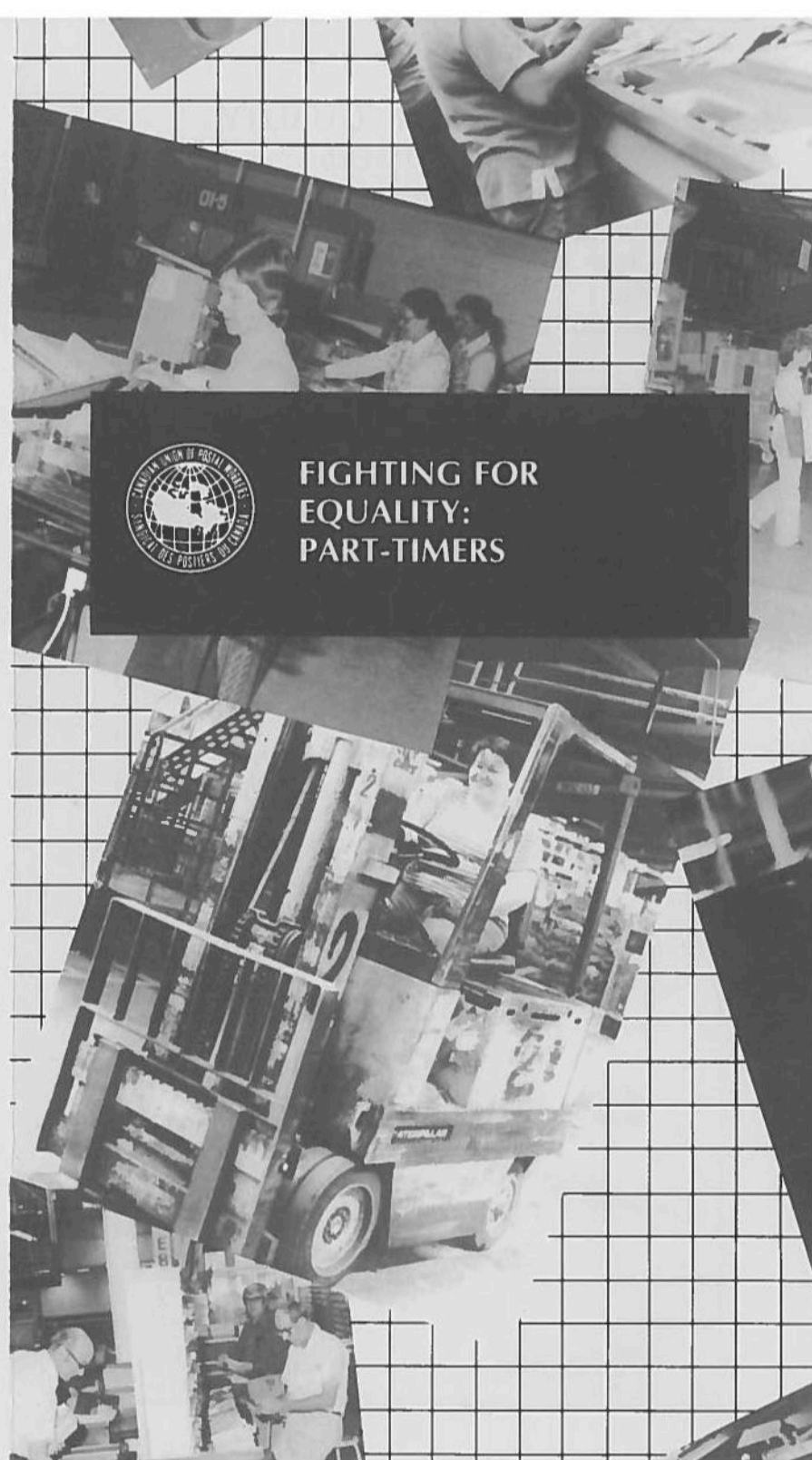
The Union opposes an increase of part-time work at the expense of full-time positions. Instead, the Union has proposed a postal service expansion program that will create permanent, full-time positions, many on days. The Union's campaign to convert subpost offices to post office outlets staffed by postal workers is a tangible way to achieve this.

It is also the Union's policy to establish a ratio of part-time workers to full-time while maintaining full protections for existing part-timers. This is something that must be addressed through negotiations.

One thing is for sure, we cannot afford to let the employer weaken our Union by attacking the full rights and protections for part-time workers. Instead, we must continue the fight for full equality.

The integrity of the bargaining unit depends upon the unity of full-time and part-time postal workers in the struggles ahead.

As never before, it is important to unite behind the Union's demands for SERVICE EXPANSION AND MORE FULL-TIME DAY POSITIONS.



**FIGHTING FOR
EQUALITY:
PART-TIMERS**

FIGHTING FOR EQUALITY: PART-TIMERS

Today, part-time postal workers receive equal wages and equal rights and benefits (with few exceptions) to full-time postal workers.

It was not always so.



A LONG STRUGGLE

The fight for equality began in the mid-'60s. Prior to collective bargaining, part-time workers were used by management like casuals, with no regular hours of work. They were paid a lot less and did not have the same rights. Many part-timers were related to management. They were almost all female. They were not members of CUPW.

Full-timers were opposed to part-time work, but in the advent of collective bargaining, they realized that management would use part-timers to undermine full-timers' demands at the bargaining table. Consequently, the Union decided it was in the best interest of all to bring part-timers into the Union.

At first, part-timers had a different collective agreement, without all the protections of full-timers. In 1975, the Union negotiated one collective agreement for all, resulting in great advances for part-timers.

EQUALITY BUILDS STRENGTH

EQUAL RIGHTS FOR PART-TIMERS

In subsequent years, the Union negotiated for equality, so that now part-time postal workers have full equality, pro-rated, in the following areas:

- **wages and increments**
- **accumulation of seniority rights**
- **fixed work schedules**
- **rights regarding discipline, suspension and discharge**
- **paid holidays, vacation leave, vacation pay**
- **all other leaves**
- **paid rest periods and paid meal periods**
- **shift and weekend premiums**
- **overtime rates**
- **severance pay**
- **training**
- **job security**
- **rights regarding work measurement and surveillance**

STILL MORE TO BE ACHIEVED

There are still some ways in which part-timers are not treated equally to full-timers.

- **pensions**
- **calculation of vacation pay while on paid maternity leave**
- **scheduling of annual leave**
- **loss of accumulation of sick leave credits while on unpaid leave**

In the past, the Union was prevented by the Public Service Superannuation Act and the Public Service Staff Relations Act from negotiating pensions. Now that we are under the Canada Labour Code, we have the right to negotiate a supplementary pension plan for both part-time and full-time postal workers.