

OUR RIGHTS

Under Article 5 all postal workers are entitled to a work environment which is free from:

Sexual Harassment which includes unsolicited physical contact, such as pinching, touching or patting, persistent propositions, gender based insults and taunting;

and

Racism which includes persistent racial slurs and all other forms of discrimination or harassment based on race, colour or national origin.

Article 5 also provides the right of gay and lesbian postal workers to a work environment which is free of harassment. CUPW was the first federal public sector union to achieve this protection.

Article 5 also provides protection for all members to join and fully participate in the Union without any form of reprisal by the employer.

**ARTICLE 5: NO DISCRIMINATION
NO HARASSMENT
NO INTIMIDATION
FULL EQUALITY FOR ALL.**

EMPLOYER OBLIGATIONS

The employer has an obligation to establish and maintain a working environment free from the forms of discrimination outlined in Article 5 of the collective agreement.

This obligation applies to discrimination which may be practiced by *supervisors, management representatives or other employees.*

The sexual harassment policy of the Canadian Human Rights Commission requires employers to exercise all due diligence to prevent acts of harassment being committed by *any employee.* Arbitrator Kenneth Norman has ruled that Canada Post management has an "affirmative duty to establish and maintain a working environment free from racial discrimination and harassment".

In addition, the employer has an obligation to inform all employees about the policies on harassment and discrimination.

**YOU HAVE A RIGHT TO BE FREE OF
HARASSMENT: BY ANYONE.**

PROTECTION FROM DISCRIMINATION

A 1983 study of CUPW members in Edmonton revealed 12% of female postal workers experienced sexual harassment at work during the past year. In 81% of cases, the source of the harassment was a supervisor or a member of the public.

YOU HAVE IT — USE IT

ACT AGAINST DISCRIMINATION

If you suffer from discrimination or harassment:

- **report the incident to your shop steward**
- **identify witnesses and document the incident**
- **remain calm and assert your rights**

Through the grievance procedure, we can force the employer to honour the obligation to create a work environment in which we are treated as equals — free from discrimination and harassment.

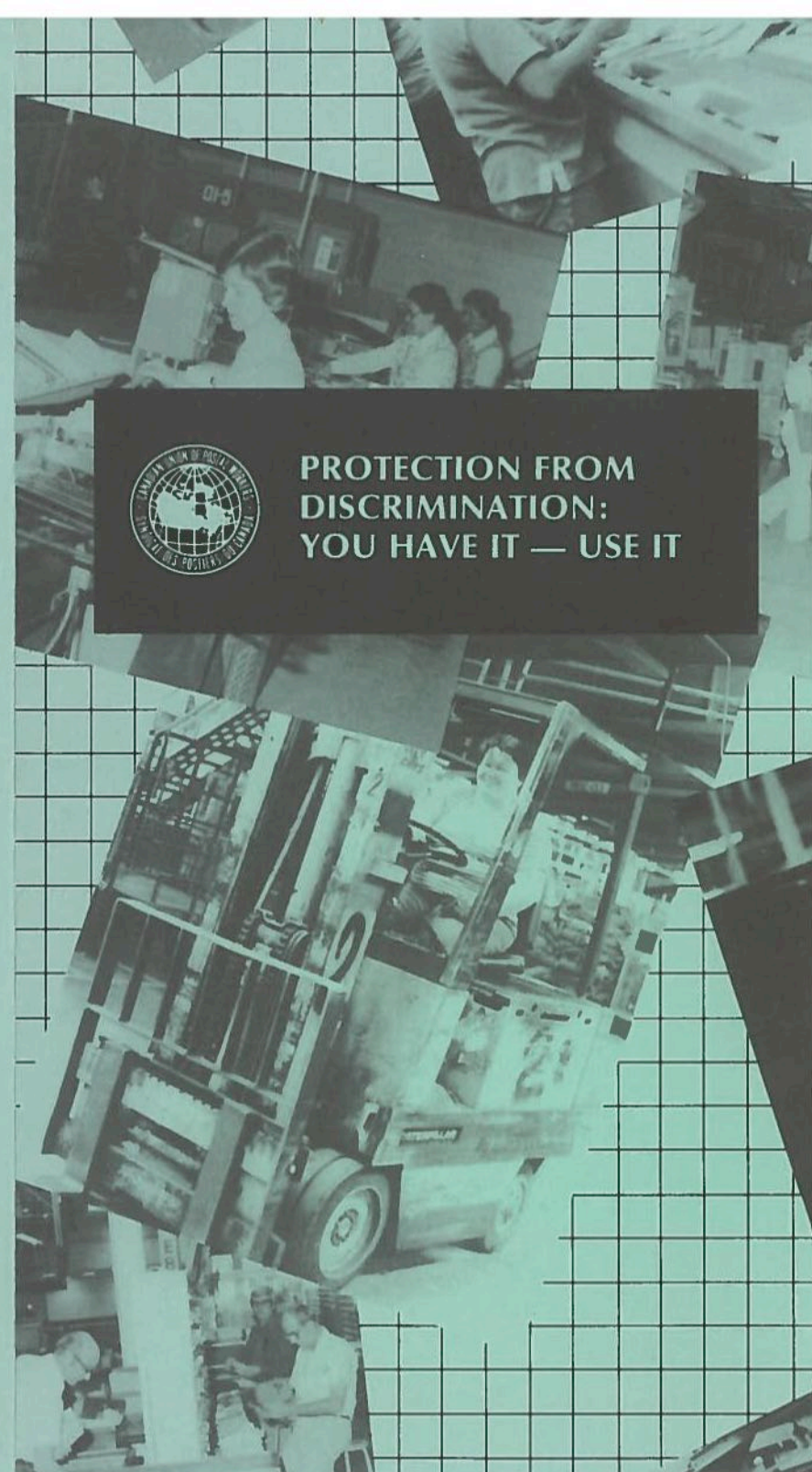
Remember: By protecting yourself, you also are defending the rights of others.

AN INJURY TO ONE IS AN INJURY TO ALL

CUPW March 1984



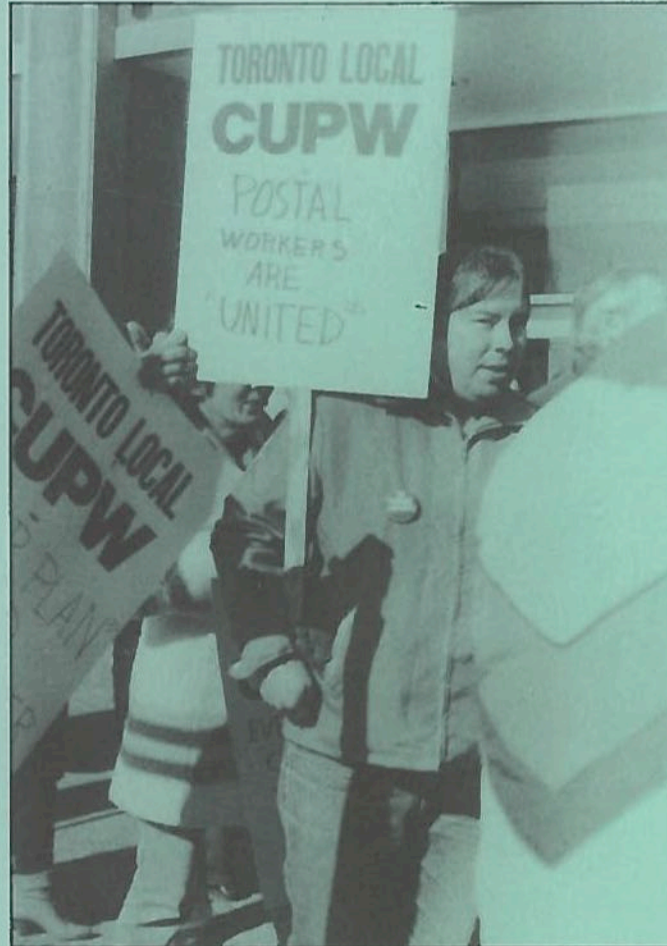
**PROTECTION FROM
DISCRIMINATION:
YOU HAVE IT — USE IT**



Discrimination is the bosses game. As workers, our welfare depends directly on our solidarity and unity. All forms of discrimination, whether it be sexual harassment, racial prejudice, or ridicule over sexual orientation, serve to undermine our collective strength.

In the past the employer has tried to divide us, English from French, men from women, full-timers from part-timers. Any division helps the employer to undermine the integrity of the bargaining unit.

The Canadian Union of Postal Workers stands for complete equality for all postal workers and the abolition of all forms of discrimination at the workplace.



The principle of equality for all postal workers is enshrined in the National Constitution under Rights and Duties of Members.

1.05 All members of the Union enjoy equal rights and this, without discrimination.

EQUALITY: A LONG STRUGGLE

Since the creation of CUPW in 1965, postal workers have fought to achieve full equality within the membership. As a result of many struggles, we have made much progress.

By negotiating across the board dollar increases instead of percentage increases, we have reduced the wage differential between members.

Much progress has been achieved in achieving full equality for part-time employees. The negotiation of paid maternity leave was an important step forward in achieving equality for women.

To eliminate discrimination at the workplace, CUPW has negotiated Article 5 of the collective agreement.

5.01 No Discrimination

It is agreed that there shall be no discrimination, interference, restriction, coercion, harassment, intimidation or stronger disciplinary action exercised or practised with respect to an employee by reason of age, race, creed, colour, national origin, political or religious affiliation, sex, sexual orientation or membership or activity in the Union.

Article 5 provides us with important rights — we fought for it — let's use it.