

Health and Safety Bulletin – September 2011

Health and Safety Representatives

A Memorandum of Agreement was signed between CUPW and CPAA on March 17, 2009. This memorandum set out the agreement for Health and Safety Representatives. Below are some of the agreed principles that were contained in the memorandum.

- Any individual put forward by CPAA or CUPW to become Health and Safety Representatives (HSR) must be prepared to assume the responsibilities and roles of the HSR as required by the Canada Labour Code.
- The HSR shall at all time use best efforts to prevent and correct any situation and any conduct liable to compromise the health and safety of the employees or deteriorate the work environment.
- Elections shall occur every two years.
- An individual is not precluded from becoming a candidate and/or HSR for consecutive terms.
- Whichever party receives a resignation and/or notification shall advise the other parties in a timely manner. Replacement of the HSR by CPAA and CUPW must occur within one month of the date of resignation.
- The successful HSR shall provide copies of reports, inquiries, and investigations on a monthly basis, and more frequently if requested, to both CUPW Local and CPAA Branch Union Officers, with copies to the National Directors of CUPW and the equivalent representative from CPAA.
- Urgent issues will be referred to the Regional and the relevant National CUPW and CPAA Officers in a timely manner.
- CUPW and CPAA shall meet at the Regional and National level a minimum of two times per year to discuss common health and safety issues and concerns.

Our Health and Safety Representatives play a critical role in upholding the terms of this Memorandum of Agreement. Thank you for your cooperation.

To All Members

Your health and well-being is important. Balancing your work responsibilities with personal commitments is often very difficult in these very busy times and can cause many stressful moments.

One possibility to help reduce potential conflicts between work and personal commitments is the “Work Option Program”. Canada Post offers eight (8) options in this program to provide flexibility and to assist you in achieving your full potential in the workplace.

You are eligible for the program if you are an indeterminate employee. Your options include a reduced work week which allows you to take either one (1) day a week or one (1) day every other week. Another option is the phased retirement leave which enables you to make a gradual transition from work to retirement by reducing your work week to three (3) days instead of the usual five (5) during the two (2) year period prior to your retirement date. These options are without pay, however, they do not affect your benefits.

All requests are reviewed based on operational requirements.

If you think that Work Options may be beneficial to you and your health, and wish to get further information, contact your Local Area Manager, Branch CPAA representative or go online to *Intrapost* under *You at Canada Post* then select *Healthy Workplace* and finally select *Work Options*.

Your input is very important to us. If you have a suggestion or comment for future Health and Safety Bulletins, please contact:

CPAA National Health and Safety Committee
281 Queen Mary
Ottawa ON K1K 1X1

Phone: (613) 745-2095

Fax: (613) 745-5559

E-mail: mail@cpaa-acmpa.ca