

**January 19, 2026**

## **NO NEED FOR PLANT-WIDE SECTION BID!**

Management at AJPC has decided to unilaterally go ahead and force section workers at the Plant to take part in a compulsory bid beginning tomorrow, January 20, 2026.

The Scarborough Local met with management about this issue on January 14, 2026. There is nothing that was said to the union at that meeting that justifies the holding of this 13.04 bid. A similar bid was unilaterally imposed on the membership in May of 2025. Members will recall the confusion arising from that bid.

Management has no serious reason for calling this new bid – just 7 months after implementing the 2025 – 13.04 bid. They are claiming that this is necessary to “address operational needs and to support our service commitments to our customers”.

However, there is nothing which has changed, from the self engineered low volume intake of mail organized by Canada Post over the past two years, to frustrate our efforts to obtain decent employment contracts. One expects that with tentative collective agreements in place, the company will be ramping up its intake of mail and making staffing arrangements to bring matters back to normal in terms of volumes.

Instead, a process of incorrect 13.04 bidding is being done in order to cause further stress to the members at AJPC - to increase their exploitation and further upset life arrangements. They are claiming that this level of distress staffing is necessary because their deliberate depletion of the intake volumes during negotiations resulted in losses of 32% year-over-year! So, in order to put the blame for this anti-union business decision, made by the company, they are now seeking a scapegoat to blame and placing it on the backs of the workers through having a 2026 - 13.04 bid – in violation of the provisions of how such a bid should be done and has always been done in the Scarborough Local.

At the “consultation” management exhibited that they have no interest in having meaningful consultation with the local. They are in a dismissive mood of any and all suggestions made by the union on these matters of the need for proper staffing in the plant and for its reorganizing to meet the recognized demand to feed a distribution process which should work 24/7.

As such this new bid being put in place is aimed at worsening the daily working processes and movement of staff – which has degenerated since implementing the last flawed 13.04 bid 7 months ago.

As members, do not expect any positive staffing changes since it is the same old management structure which will be in place and which is focused on how to increase the exploitation in all sections

as higher volumes of mail will have to be bought into the plant. Instead of planning for what is positive they are seeking to put in place staffing processes which are not equal in its treatment of its workforce.

**Workers in all sections will again lose their owned positions and will be forced to bid or they will become unassigned and can then be used in any section wherever management wants them to work and not in a fixed owned daily assignment. The Local does not agree with this move by management. It has been a source of much distress amongst the workers and is a permanent assault on the seniority and bidding rights of the workers.**

Management is taking these measures with the same tired claim about low mail volumes. This is a non-serious approach after having just completed negotiations with the Union with the recognition that the CPC engineered low volume situation of 2024 & 2025, will be changing and staffing will be back to normal levels.

The local cannot agree with the outlook of management on the need for this bid since throughout 2025 they have regularly eliminated full and part time positions, have refused to fill any vacant positions and refused to backfill long term absences under 39.07 or filled the daily high levels of absences in the plant. Now this bid is seeking to further streamline this process to run the plant with an even more reduced work force and with treatment similar to Amazon plant conditions.

Management is seeking to appropriate to itself rights which 13.04 does not grant them. They are taking this clause of the collective agreement, properly in place to assist with improving staffing, to implement a program giving themselves more rights to arbitrarily move around workers, break up their rotation days, cross assigning them and misuse the issue of flexibility on the work floor utilizing an unbalanced number of part timers to complete full time hours. In other words, they are seeking to use 13.04 bid with their own interpretation, to frustrate the gains made in clause 39.06, to maintain the lopsided staffing situation, including the use of more term and part time workers and not creating or replacing full time assignments where they are legally due.

Clearly this new 13.04 bid is not aimed at improving the staffing but at not dealing with ongoing issues of **high-level absences, health and safety, or a proper rotation to have the workload processed**. Instead, it is part of management's efforts to make the plant work with lower numbers even with predicted increased volume now that negotiations are completed.

The union is calling on all workers involved to again grieve the trampling of their rights in this latest 13.04 bid, where they are no changes to constituent elements of their present assignment.

**This is another case of the same old actions by the same abusive management. We call on members to be prepared to defend their rights in the workplace and not to be arbitrarily pushed around on a daily basis with claims of "low volumes" of mail, needing higher levels of abusive by management. We do not accept this basis of running the workplace.**



Learie Charles – President Scarborough Local CUPW (602)