



cupw sttp

Scarborough Local 602

Contact us at: 416-412-1100

May 30, 2025

DIVIDE AND RULE AT A.J.P.C.!

The confusion which is taking place, arising from management forcing everyone to bid, is not a mistake. It is the result of PC&R creating their own rules and imposing them on the bidding exercise. In the first place, clause 13.04 does not give management the right to abuse the bidding process in this manner. And after doing this, by themselves, they are telling union members that the union participated in the process and that they should talk to the union about their concerns.

The Scarborough Local is making its position quite clear. **At no time did we agree with the contents of the proposed section bid and we did not have meaningful consultations on the issue.** Our position remains the same today. To reinforce our disagreement with what management did in this flawed bid, we filed on Friday 23 May 2025, **737 grievances** asking for the rescinding of the bid results.

We once again call for the scrapping of this bid now that the full impact is being realized. Come 8th June 2025, people's lives will be seriously disrupted. Their seniority has been disrespected by all being forced to bid even in cases where there have been no changes to the "constituent elements" of their former assignment. All such worker should not have been forced to bid but given the option if they so desired. Instead, everyone was forced to bid. To make the entire plant bid because management wants to cause confusion is not the purpose of clause 13.04. This was a political bid connected to the corporation's stance in the struggle for a new collective agreement.

It could not have been clearer that management's aim in this bid was to cause division and infighting amongst the membership. They did this to join other sections of management hoping to bring about significant division amongst workers. It is part of the senseless effort to show who has power and who can unilaterally take action to mess up people's lives. This was done specially in the context of the ongoing struggle for a new collective agreement. They are making great efforts to break our unity and solidarity, by forcing a backward moving "agreement". Only by division can they get such wishes.

The union asked management to not go ahead with this bid. Many workers also came forward and requested that their own situations be also considered. Some sent joint petitions and letters to management bringing to their attention the seriously disruptive situation that this bid will have on them. Every one of these pleas were ignored and dismissed. Instead to address these issues they want you to make a side arrangement which would not have been required if the bid clause was respected.

Of course – Human Rights law requires that the union must have a role to ensure that the members needing accommodations are properly looked after – even in cases where we disagree on

situations. We fulfilled our duties in those cases. We protected the seniority rights of the members. This does not make us responsible for the violated process used by PC&R.

So, we are saddled with this situation that must be sorted out at once. **We are proposing that this bid should be scrapped.** People should be allowed to continue working the present shift. This will stop the immediate confusion which management has engineered for divisive purposes.

Another limited bid should be organised. Before this is done, however, management must stop refusing to provide, the information requested, at the consultation held on May 7, 2025. In particular the information on the **number of workers required to operate each section.** This is central to the proper staffing of positions. And it will also expose the logic being used to engage in divide and rule actions which have resulted from hiding information and carrying out a policy of **deletion of Full and Part Time PO 4s and PO 5s over the past 17 months while not backfilling high levels of absences through 39.07.**

Management is claiming that this bid is because of low volumes! But low volumes for processing, as is being confirmed daily, is created by conscious policies of CPC in pursuit of getting a collective agreement to meet its political needs of running the plant with less workers – and with serious disregard for the health and safety of workers on shift.

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 a 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 lop-sided staffing situation, including the use of more term and part time workers and not create or replace full time assignments where they are legally due.

In this new enterprise this bid is not aimed at improving the staffing but at not dealing with ongoing issues of **high-level absences, health and safety, a proper rotation to have the workload processed.** Instead, it is part of management's efforts to make the plant work with lower numbers and to discard the considerable number of workers who are experiencing health issues but who are still able to be modified at work.

The union is calling on all workers involved to support the union in its efforts to have the staffing situation restored before June 8, 2025.

What is taking place is in fact an abuse of management's rights. This is clearly now being shown in the adverse effect which this bid implementation will have on many members and their families. **Clearly the implementation of this bid should be scrapped.**

DIVIDE AND RULE WILL NOT WORK! STAND UP FOR FAIR TREATMENT AT A.J.P.C.!



Learie Charles – President Scarborough Local CUPW (602)