

## **A BID THAT WILL NOT FIX THE BACK-FILLS NEEDED!**

On Tuesday 21 July 2026, AJPC management will begin another of their forced bids. This false bid is being presented as respecting your seniority rights and so on.

You do recall that the first of these 13.04 bids was held in May of 2025. Another 13.04 bid was also implemented on March 1, 2026. False bid # 3 is coming up!

Nothing was resolved by these bids. But management has gone into even greater crisis now claiming that this latest 13.04 bid will solve the problems of staffing at AJPC.

### **13.04 WILL NOT RESOLVE THE FAILURE TO BACKFILL ABSENCES!**

Let us face reality! There are massive shortfalls in daily staffing at AJPC. This has come about because of management’s plan to run the plant with less workers daily.

Your own experience in the past 14 months is that hardly any overtime is being offered, the shift changes done through 13.04 have done nothing to stop the daily movement of workers out of their section and forced elsewhere in the plant to work.

At the center of this staffing nightmare for workers is the company’s continuing nonstop violation of the spirit and intent of the collective agreement.

### **BACKFILLING POSITIONS – NOT BIDS – WILL SOLVE THE ISSUE!**

Management, since November 2024, took the decision to not backfill absent workers. There are over **150 positions not being backfilled** at the AJPC!

Annual Leave, TSOS, STDP, LTD, Union Leave, Night Recovery Leave, Modified workers sent home, Compensatory Time Off, Personal Days Leave and other **predictable** absences are not being backfilled by Management daily. Only sometimes terms are called in.

As you are experiencing, you who come to work daily, are then being forced assigned to work in other sections. Management has decided to run the plant with less workers despite the dangers you face in doing so.

They are making you do more than your assigned duty so that they can save by not backfilling absences. This is the cause of the crisis. 13.04 bid will not change this.

### **YOU ARE NOT TO BLAME FOR NOT BACKFILLING SINCE 2024!**

You should not let yourself be blamed for management’s decision to further endanger you daily by using less workers to perform the important duties of parcel processing, and dispatching.

Any bidding in this situation – will not stop the daily methods being used to increase your exploitation.

Your director and management want you to accept this staffing to bring in greater profits to pay their bonuses. They want you, the worker, to bear the burden of the financial losses which their running of this new plant has caused. Thus, they want a smaller workforce to perform more duties. They effectively ignore your bid for positions by then moving you wherever they need you to work.

**While taking part in this bid** – know that it will solve nothing. This is why is it being forced on you. It is a misuse of the right to manage and will cause more staffing problems.

## Lies about C.U.P.W. Union

The Regional CUPW Office and Scarborough Local received a surprise proposal about 13.04 bidding on July 3, 2026. Coming after two failed 13.04 in March 2026 and another in May 2025, it was important to consult with you about these latest tricks. The national director of the union told management that their dates were not available for consultation. I informed management that our earliest date for consultation was 16<sup>th</sup> July 2026. We do not know what the rush is to hold this useless bid – identical to the previous two. They solved nothing.

Management informed us that they will be going ahead with the bidding without consultation. They have done exactly what they said they will do. However, they are telling you in minutes that “**Neither the Region nor Local made themselves available for consultation.**”

This gross misinformation is written even though Ms. Gall was e-mailed by National Director Mark Platt on July 10, 2026, in response to new proposed dates for consultations with an ultimatum of July 14, 2026, as the last date before the “Corporation must move forward”:

*Jennifer,*

***I am not available on either of those dates. The Employer should wait until the Union is available to consult before moving forward. The Employer’s timelines are too aggressive.***

*Regards,*

*Mark Platt*

### **EXERCISE CAUTION WHEN BIDDING!**

Scarborough Local sent its concerns about the bid to management on July 14<sup>th</sup>, 2026, after notifying them that we are available to consult on 16<sup>th</sup> July 2026.

Obviously, this rushed CPC agenda to continue to refuse to have meaningful consultations is continuing. We have since been instructed that management is going ahead with the bid on 21<sup>st</sup> July 2026! **THOSE WHO DO NOT BID ARE BEING THREATENED WITH BEING PLACED IN THEIR SECTION!**

We urge all members who are being forced to take part in this bidding to exercise caution in doing so. The aggressive urgency which you are seeing about this bid has aims to further your exploitation while resolving none of the problems arising from management attempts to continue forcing you to work in an unsafe situation where a reduced number of workers are being disrespectfully corralled nightly to do the work of a larger workforce with threats to send you home if you refuse to follow their orders.

**STAND IN SOLIDARITY – AND FIGHT TO PROTECT YOUR JOBS!**

  
20 July 2026

Published by Canadian Union of Postal Workers – #12- 130 Dynamic Drive,  
Scarborough Ontario M1V5C9 – 416-412-0636