

2023-2027 Local Bulletin #020

March 17, 2026

NARRATIVE

RE: 24 HR Notice of Interview You Didn't Attend

TO: Local Management

NOI REASON: Abuse of Authority, Toxic Workplace, Lack of Management Skills

Last week, the Union held an interview for the current state of affairs in Oshawa. You did not attend, so we proceeded unilaterally.

Had you been present, we would have discussed the issues facing the Durham East Depot which are affecting the employees.

Namely, we would have talked about the narratives that we are receiving and the formal interview process that is being abused. For instance, most of the interviews being held could be made informal as many of the explanations to your queries are simple enough for you to understand.

We would have discussed the narrative process and asked you why you insist on writing your narratives to put your employees in the most unfavourable light possible, and to berate them as to how they have broken the trust of the employee/ employer relationship. Many of your narratives contain outright misrepresentations of what the member has said or, in some cases, fabrications to support your position.

We would have reminded you that case law supports progressive discipline and that your use of the 5-day suspension as a first step is contrary to jurisprudence and, frankly, good management processes.

Had we sat down together, we would have talked about your current stance on health and safety where you come out to our routes and present a caring manner and then turn around and use every piece of data you could find to blame us, the workers, for our injuries. Do you think we go out on delivery and try to find ways to injure ourselves? We are damned if we do and damned if we don't.

Blame and Confusion

We would have talked at great length about Canada Post's so-called policy to have a harassment free workplace only to have us deal with harassment from management daily.

Had we had time, we would have spoken on the corporation's position that we have to work "until 8pm at night" to finish our deliveries and then have mgmt. turn around and issue 24hr notices for us booking the overtime to do so.

We would have talked about the management style of intimidation and threats being used that any employee/employer consultant would be glad to tell you are outdated and were obsolete by the 1970's.

We could have discussed the deplorable morale in the station and asked you why we never seem to be given credit for anything but are quick to be sanctioned for the most minor of infractions or misunderstandings.

Perhaps the most important issue would be the one where, with each error, the corporation blames us for major misconduct and 'delay of mail' while the corporation can't even manage the task of delivering the mail on a daily basis. Let's talk about delaying the mail.

We are reminded that Canadians depend on us daily, yet the corporation is in the process of eliminating the very service that you claim Canadians count on us for.

Going forward, we would like to remind you that respect is a two-way street. When employees feel valued, they are healthier, happier and more productive. This in turn leads to better service.

If Canada Post wants to place any value on any policies to support a harassment-free workplace and customer service, it needs to change the culture of fear that they are managing by and they need to, once in a while, thank their employees for the amazing job that they do.

John Lawrence

President, Oshawa Local

