

## MENTAL HEALTH AT CANADA POST

In December 2021, CPC presented CUPW with its five-year plan for mental health in the workplace. With this plan, the Corporation aimed to identify problematic situations in order to meet its obligation to ensure healthy and safe working conditions, both physically and psychologically. This plan also relied on the support of our Social Stewards' Network to succeed.

Unfortunately, we now find that Canada Post does not see mental health as an issue to be taken seriously, but rather as a box to be checked.

The Corporation's repressive health and safety tactics have led to an explosion of mental health problems, especially in the last year. Another source of stress are the procedures and methods imposed as part of Separate Sort and Delivery. This is in addition to the work overload caused by the recent increase in neighbourhood mail volumes partly due to the discontinuation of Publisac in Quebec and the introduction of Raddar. As a result, the delivery weight per point of call is sometimes very close to one pound. Despite the increase in neighbourhood mail, Canada Post still refuses to adjust letter carrier routes accordingly and to provide proper equipment to safely deliver mail.

The employer's approach creates a tense and stressful work environment that causes anxiety – even tears – at work. Some members end up taking painkillers to do their job. This is unacceptable.

It is clearer than ever that the Corporation's management system is the root cause of mental health problems in the workplace.

As long as Canada Post continues to act in an unacceptable manner, it will not be able to count on the Union's cooperation in implementing its strategic plan on mental health.

If the employer asks you to complete a survey or training on mental health, we strongly recommend that you do not participate, as they are not mandatory.

When the Corporation's managers acknowledge that they are the main cause of mental health problems and take significant steps to make the workplace healthy and safe, both physically and psychologically, the Union will resume serious discussions about mental health.

Our pride in the Canada Post logo is gone.

A mental injury to one is an injury to all!

In solidarity,



Marc Roussel  
National Union Representative  
Health and Safety