



Nina Mankovitz
General Manager, Occupational Health and Safety
Canada Post
N0510G-2701 Riverside Dr.
Ottawa ON K1A 0B1
Nina.Mankovitz@Canadapost.Postescanada.ca

October 16, 2017

Dear Ms. Mankovitz,

I am writing to you, to express both my concerns and disappointment, regarding the direction in which Canada Post is heading on a very important topic: Mental Health.

In 2013, the Mental Health Commission of Canada introduced the National Standard for Psychological Health and Safety in the Workplace (the Standard). The Standard is a voluntary set of guidelines, that can be adapted and implemented in all workplaces. In addition, for the Government of Canada, an agreement was reached between the President of the Treasury Board of Canada, and the President of the Public Service Alliance of Canada which helped to establish a Joint Task Force to address Mental Health in the workplace.

Mental Health continues to be raised as an area of importance by our membership for a number of reasons, including the reduction of our positions, and the ever increasing workloads caused by the same reductions.

In 2014, the National Standard for Psychological Health and Safety in the Workplace (the Standard) was raised by our bargaining team, but quickly dismissed by Canada Post. The Standard was discussed at subsequent NJHSC meetings. I was glad to see Canada Post invest into the Leading a Mentally Healthy Workplace Certificate Program. However, since then, Canada has either failed or been unwilling to disclose its goals or measurements in regards to the training. What are the goals? What is Canada Post trying to achieve with this training? Is Canada Post relying on some type of unspoken framework? How much training does Canada Post provide to members of our Local Health & Safety Committees (in general)? How much of that time is spent on Mental Health?

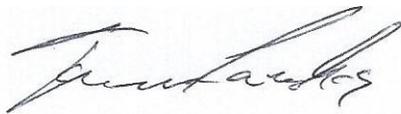
The latest concern, is in relations to a longstanding arrangement between Canada Post and GoodLife Fitness. Both UPCE members and GoodLife Fitness were caught off-guard by Canada Post management's unilateral decision to end this no-cost



agreement because of “perception of a preferential relationship.” Canada Post has thus far been unable to clarify that statement, and/or provide real life examples. As you must be aware, there exists a wealth of knowledge and studies that confirm that physical activity is essential for both physical and mental health. While many employers are currently looking into ways of establishing and promoting these types of programs, Canada Post has managed to do just the complete opposite: cancel the only program it had that promoted a gateway to physical activity. My concern is that Canada Post may be once again arbitrarily catering to third-party business interests, as opposed to looking after the well-being of its employees.

We will continue to raise these issues at upcoming NJHSC meetings, and can only hope that Canada Post will be open to real and substantive dialog relating to Health & Safety, especially Mental Health.

Sincerely,



François Paradis
UPCE National President

- c.c. The Honourable Carla Qualtrough, Minister of Public Services and Procurement Canada
Robyn Benson, PSAC National President
Mike Palecek, CUPW National President
Brenda McAuley, CPAA National President
Guy Dubois, APOC National President
Katharine Price-Raas, Director, Labour Relations

