



PAS DE VICTOIRE
SANS LUTTE!
NO STRUGGLE,
NO VICTORY!

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CANADIAN UNION OF POSTAL WORKERS
SYNDICAT DES TRAVAILLEURS ET TRAVAILLEUSES DES POSTES

REPORT ON
**INTERNATIONAL
SOLIDARITY
WORK**

INTERNATIONAL SOLIDARITY

CUPW has always been committed to international solidarity, which is why it negotiated, in 2000, the International Postal Fund, under Appendix “R” of the collective agreement. This fund helps support our involvement in the international labour movement, finance solidarity projects with postal unions, and much more.

CUPW is also committed to direct involvement here in Canada through concrete actions in conjunction with labour and civil society organizations. The purpose of these actions is to raise membership awareness, through education, of the struggles being waged around the globe.

This report is divided into two sections. The first section provides an overview of our activities and projects within the international labour movement, and the second provides an update on our work with organizations in this country.

ACTIVITIES AND PROJECTS WITH THE INTERNATIONAL LABOUR MOVEMENT

- **International Postal Fund (Appendix “R”): Operation**

To fund its participation in international activities, the Union relies mainly on Appendix “R” of the urban operations collective agreement, which requires Canada Post to pay \$200,000 into the International Postal Fund in each of its fiscal years. Participation in an international delegation or joint project with an international partner must be discussed, and voted on, by the CUPW National Executive Board (NEB).

Once the NEB adopts a resolution, the National Executive Committee implements it. Financial reports are submitted to the employer periodically; and the employer reimburses the Union’s expenses.

During this past term, the Union took full advantage of the International Postal Fund paid by Canada Post, since expenses incurred for these projects totalled almost the maximum allowable amount, i.e. \$200,000.00, annually.

Some of our international activities are financed by other funds than Appendix “R.” For example, our participation in the Rutgers conferences or the various climate or COP conferences is financed through Appendix “T” of the urban collective agreement. Other activities are financed using the external organizing budget or through the General Fund.

- **Work within the International Labour Movement**

CUPW elected representatives, NEB members, union representatives, local presidents, etc. play an active role in activities and meetings organized by UNI Global Union and the International Transport Federation (ITF). Here are the positions that some CUPW officers hold within UNI:

- UNI World Committee:
George Floresco, 3rd National Vice-President, member of the World Committee;
Jan Simpson, 1st National Vice-President, first alternate;
Beverley Collins, National Secretary-Treasurer, second alternate.
- UNI World Women's Committee:
Anny Lesage, Regional Union Representative, Metro-Montreal Region, member of the UNI World Women's Committee, representing women in the Americas.
- UNI Americas Post and Logistics: Jan Simpson, Vice-President.
- UNI-Americas Steering Committee and trustee: George Floresco.

International solidarity work requires ongoing participation by CUPW in outside activities, which help optimize UNI's operation, among other things.

At the 2011 National Convention, the Union adopted another resolution to implement a selection process among CUPW members and enable rank-and-file members to be part of delegations to international activities.

Throughout this term, the Union was directly involved in more than 50 activities, with delegations to the different UNI bodies, to the World Social Forum, Cuba, Colombia, Chili, Argentina, Brazil, West Africa, Palestine and the United States.

Over a hundred brothers and sisters, some more than once, were able to take part in these international activities, including May Day in Cuba, the World Social Forum in Montreal and Brazil, and Labor Notes in Chicago. These delegations included a majority of CUPW rank-and-file members (see a chronology of events, attached).

During this past term, our work with the International Transport Federation (ITF) was minimal. Unfortunately, following the transportation sector meeting in Toronto during this term, we were not directly involved in activities. However, we did attend the joint UNI/ITF meeting on organizing at Amazon, and the ITF women's meeting in Marrakech, Morocco, in November 2017.

IMPORTANT PARTICIPATION

Each time CUPW takes part in an international activity, its presence is noted. Members of our delegations arrive well prepared and make intelligent remarks, sharing their analysis of the postal sector and the Union's projects and clearly expressing our solidarity with current struggles around the world.

Our representation work is flawless. The brothers and sisters who took part in delegations, giving their time to raise awareness of international realities and getting fully involved in their role as representatives within their delegation, deserve our thanks. We should take great pride in their contributions. Quite often, CUPW is invited to make a presentation at such an event, and the CUPW delegation organizes a specific activity around the postal service.

Here are three international activities where CUPW's presence and effectiveness were particularly important:

- **World Social Forums: Montreal and Salvador Da Bahia**

During this term, we took part in two social forums, where CUPW had a visible impact.

The first took place in Montreal, from August 9 to 16, 2016.

It was an opportunity to raise awareness of our vision for the future. The "Delivering Community Power" booklet was discussed at various panels and distributed at an information table that attracted hundreds of people.

The second WSF took place in Salvador da Bahia (Brazil), from March 13 to 17, 2018.

We were greeted by brothers and sisters from the postal sector (SINCOTELBA), who accompanied us throughout our stay in Brazil. We visited a postal facility, met with rank-and-file members, made a presentation on our public and universal postal service, and were able to speak to the SINCOTELBA delegation during the mass demonstration that took place to open the forum. Here is what one member of the delegation wrote in his report:

"Despite the language barrier, trade unionists from Correios – the less and less public post office – welcomed us with the best face of international solidarity. They shared their reality with us and described the attacks on them in the context of a neoliberal government that slashes public spending while attacking workers' rights..."

Our participation in the Salvador da Bahia World Social Forum enabled us to strengthen our relationship with Brazil's postal federation (FENTECT), which later invited CUPW to attend their June 2018 Convention.

- **Women's Conferences**

CUPW was well represented at all meetings organized for women, including the UNI Americas Regional Women's Committee, twice, the UNI World Women's Conference in June 2018, and the ITF Conference in 2017.

CUPW sisters were able to have their say at international meetings. It should be noted that UNI has a policy that promotes the participation of women at all constitutional meetings.

- **Major Conferences On the Environment**

CUPW took part in every climate conference (COP), sending a delegation made up of a national officer and at least one person working under Appendix "T". CUPW joined the Canadian Labour Congress delegation at each of these conferences.

It is essential that CUPW attend these conferences. Members of the delegations take part in discussions and decision-making, allowing CUPW to keep abreast of environment-related information and continue promoting a postal service that is respectful of the environment through its "Delivering Community Power" vision.

PROJECTS WITH LABOUR PARTNERS

During the past term, CUPW continued using Appendix "R" to fund various projects in conjunction with unions in the Americas, Palestine and French Africa.

These projects have to be conducted in conjunction with unions in the postal and logistics sector. This is a requirement of the International Postal Fund.

Below is an update on the projects that CUPW has supported financially during the past term:

- **Colombia: Project With STPC**

Our relationship with postal workers in Colombia dates back to the early 2000s. We have had projects with the Colombian Postal Workers' Union (*Sindicato de los trabajadores postales de Colombia-STPC*) for over 15 years.

During the past term, we were part of two Frontline tour delegations, in July 2015 and January 2019, organized in conjunction with two Canadian public sector unions (CUPE and PSAC) and a Vancouver-based solidarity organization (CoDev). The goal of these regular Frontline tours is to support the work of the organizations we conduct projects with, assess the organizing situation in Colombia and take stock of potential solidarity projects.

In January 2017, the National Executive Board adopted a resolution to conduct a two-year project with the Colombian Postal Workers' Union (STPC).

This 2017-2018 project had the following three objectives:

1. Continuing the basic training and organizing of workers in the postal service and courier sector;
2. Developing education material on advocating for members' rights;
3. Conducting a special assessment project on the privatization of the Colombian postal service in 2006 and organizing workers at the "472" postal company.

Because of the situation in Colombia, the project was extended until the spring of 2019, and we are currently in the final phase of the project.

The first two objectives were met; organizing is continuing, and education material has been produced.

As for the third objective, communication problems with the workers delayed implementation. It will be up to the next CUPW NEB to determine what our relationship with the STPC will look like over the coming years.

- **Cuba (SNTCIE)**

Our relationship with the postal sector workers' union (*Sindicato nacional trabajadores comunicación, informática y electrónica* - SNTCIE) also dates back several years.

In 2016, 2017 and 2018, CUPW selected members of a delegation to take part in May Day activities in Havana.

The May Day program is always quite busy. In addition to making contacts with postal sector workers, the delegation takes part in an international solidarity conference, visits historical sites, and participates in discussions with civil society organizations, etc. This is a unique opportunity to witness a different society, one built on sharing and solidarity.

Of note, the Atlantic Region has an international solidarity fund, which it used to send a delegation to May Day events in Cuba.

During the 2016 May Day events, discussions took place to implement a joint project with the SNTCIE. These discussions continued in the fall of 2016, and a joint project was put on paper.

The project stems from changes to the labour laws designed to make unions take ownership of all aspects of labour laws, social security and wage standardization.

This project is entitled “Training Cuban Postal Sector Union Leaders.” To facilitate its implementation, the project covered the years 2017 and 2018. First, the project took place in two regions of Cuba, Ciego de Avila and Camaguey, but because of delays around the availability of electronic equipment, the project was moved to the Havana region and will continue in 2019. It should be noted that Sister Milagros Valles was replaced as General Secretary of the union.

As noted above, projects are implemented over a two-year period instead of one. This gives us a better perspective and allows us to more closely monitor the project.

During this past term, we provided financial assistance to two projects that can be described as one-time projects. We received a specific request from a union, reviewed the request and decided that it could strengthen the union involved. Neither project cost more than \$2,500.00 each.

- **El Salvador: Sitracorreos**

The first of these projects was conducted with the *Sindicato de Trabajadores de la Dirección de Correos de El Salvador* (SITRACORREOS), which represents the 750 Salvadorian postal workers, who have been covered by a collective agreement for just a few years. The request was to support their “union school,” which we did.

- **Venezuela: Sintracom (*Sindicato De Trabajadores De Comunicación*)**

The second request we received was from the Venezuelan postal workers’ union. Preliminary meetings had taken place with the President of the Union when a Canadian delegation monitored the elections in April 2018. Discussions then continued with the adoption of a project to organize a tour of the 23 regions in Venezuela to meet with rank-and-file members and strengthen their membership in the union.

- **French Africa**

CUPW had not had a concrete project with French Africa for several years. As a result, it paid special attention to the issue and found, in UNI, a partner with expertise in Africa and an organizing structure already in place.

CUPW has been supporting a project since 2017 that was initially designed to review the level of organizing in the postal and courier industry in 11 countries of French Africa. In reviewing results, we realized that we could have an impact in three countries: Ivory Coast, Niger and Cameroon.

Then, during a joint training session, each of the unions involved developed a response plan and set concrete organizing objectives.

Launched in 2016, the project really kicked into gear in the fall of 2017 with an organizing campaign in each country. An assessment meeting took place in the fall of 2018. It confirmed the success of the organizing campaign in each country and the organizers' enthusiasm, since each union saw its membership increase significantly.

- **Palestine: PPSWU (Palestine Postal Sector Workers Union)**

Since the adoption, in 2008, of the resolution to support the campaign of boycott, divestment and sanctions against Israel (BDS campaign), CUPW had been trying to develop a relationship with a Palestinian union in the postal sector.

This relationship came to fruition in 2015 at a meeting with the PPSWU, a postal union created in 2010 that represents workers at the Palestinian Post, which falls under the Palestinian Authority (PA). From our early interaction, we realized we had a common vision of trade union work and democratic participation by rank-and-file members.

However, we noted that the PPSWU did not have a union infrastructure in place and was not holding regular membership meetings or decision-making conferences. At the request of the PPSWU leadership, we supported regular meetings of its steering committee and an annual conference of all members. In addition, we supported the PPSWU's participation at various international meetings, as well as its request to join UNI.

We were able to see the impact of our project directly by participating in the last two PPSWU annual conferences (May 2016 and June 2018). Each time, we saw the commitment and determination of rank-and-file members. For example, at the last conference, more than 130 members from the 11 locals were in attendance. This two-day conference was an important milestone for training on union rights and international solidarity.

In addition, our cooperation with the PPSWU enabled us to support Brother Imad Timeiza's participation in various educational activities throughout Canada, such as the Union Education Program (UEP), activities in various locals, conferences and panels in Montreal and Toronto, etc. This project will continue over the next two years, the National Executive Board having adopted a resolution to that effect.

Part of the project will also be conducted in conjunction with UNI, which will allow for greater coordination of training efforts and the integration of the PPSWU into UNI.

OUR SOLIDARITY WORK IN CANADA AND QUEBEC

CUPW has always responded to the requests it receives from civil organizations planning support activities or tours by representatives of solidarity groups. We support, among others, Independent Jewish Voices, Canada Talks Israel/Palestine, *Échec à la guerre*, *Centre international de solidarité ouvrière* (CISO), International Civil Liberties Monitoring Group (ICMLG), etc. During this past term, we focused our activities on the following organizations: Common Frontiers, the Americas Policy Group (APG) and the Canadian Labour Congress' Advisory Committee.

- **Common Frontiers**

CUPW has been a member of Common Frontiers for many years. This organization, which is financed by many unions and other international solidarity organizations, is a working group that challenges economic integration in the Americas and proposes alternatives. Free trade is at the heart of its actions.

Not only do we support Common Frontiers financially, but also through logistical support and active participation in its activities. In recent years, the group's annual meetings have taken place at our national office, in Ottawa. We also supported meetings held in Mexico and Canada to plan activities against the renewal of the North-American Free Trade Agreement (NAFTA). We also took part in the delegation to monitor elections in Venezuela in 2018.

Common Frontiers' annual meetings are also a unique opportunity to discuss our analysis of the situation in the Americas with individuals from a variety of backgrounds. Its website also gives access to analyses that cannot be found in the traditional media.

- **Americas Policy Group (APG)**

CUPW's association with the APG happened naturally in light of the Union's marked interest for the Americas and the involvement of unions such as the Public Service Alliance of Canada (PSAC) and the Canadian Union of Public Employees (CUPE) with whom we organized the Frontline Tour in Colombia.

The APG includes labour organizations and international solidarity organizations such as Inter Pares, CoDev, CISO, and many more.

This is a forum for resourcing and debate. The APG is very important for two major reasons:

- It allows for proper planning of activities by each participating member, while sharing resources. For example, because of our ties with CoDev, we were able to take part in the labour leaders' tour of the Buenaventura civil strike in Colombia.

- The APG is hosted by the Canadian Council for International Co-operation (CCIC), which is one of the stakeholders in Global Affairs Canada. This enabled us to meet, on several occasions, with the individuals responsible for issues of concern to us: human rights in Colombia and elsewhere in the Americas, Canadian government policy, questioning of trade agreements with countries in the South, raising awareness among members of Parliament, etc. We must take advantage of all available forums to make our case.

We gave the APG the same cooperation we provide to Common Frontiers (funding, meeting place, etc.), in addition to dealing with expenditures. The APG meets at least once a year to take stock and develop a plan of action. To promote greater participation, meetings take place in various cities.

In closing, it should be noted that the APG has set up a working group on Haiti. During the next term, we will have to pay special attention to this group because the Union hopes to develop cooperation with Haitian workers.


- **Canadian Labour Congress (CLC) International Advisory Committee**

The Canadian Labour Congress' Advisory Committee meets twice a year. Its main objective is to share views on international solidarity work, but also to discuss "hot" issues and, if necessary, make recommendations to the CLC. For example, after discussing the situation in the Middle East, the Committee suggested to the CLC leadership that it organize a tour in Palestine, which the CLC will be doing in the coming year.

This is a brief overview of our involvement in international solidarity work, an essential component of a meaningful, active union life.



Mike Palecek
National President



Denis Lemelin
National Union Representative

APPENDIX

2015-2019 INTERNATIONAL DELEGATIONS

Appendix "R" : International Postal Fund – Funds specified when not from Appendix ‘R’.

2015

23rd Conference on Postal and Delivery Economics - Appendix “T”

Athens, Greece - June 3 to 6

George Kuehnbaum, Geoff Bickerton and Kathie Steinhoff

International Labour Network for Solidarity and Struggles - ILNSS

Campinas, Brazil - June 7 to 9

Dave Bleakney and Imad Timeiza, PPSWU

UNI Americas Regional Women’s Committee

Buenos Aires, Argentina - June 28 and 29

Anny Lesage

UNI – Regional Committee Meeting of the Americas

Buenos Aires, Argentina - June 30 to July 2

George Floresco

“Frontline Tour”

Columbia - July 7 to 19

Shelley Sellers and Martin Champagne

Quebec Delegation to Palestine (CISO)

Palestine - September 9 to 17

Denise Gagnon, Quebec Federation of Labour FTQ

UNI Post & Logistic World Meeting

Nyon, Switzerland - September 22 and 23

Denis Lemelin

UNI Americas Post & Logistic Meeting

Buenos Aires, Argentina - October 21 and 22

Rona Eckert, George Floresco and Denis Lemelin

Palestine Tour "Come and See"

October 31 to November 14

Denis Lemelin

France and Belgium Postal Sector Tour Appendix "T"

November 15 to 24

Martin Champagne, Lynne Pajot and Christopher Schwartz

UNI-ITF Global Delivery Meeting

Nyon, Switzerland - November 4 to 6

Jan Simpson, George Floresco and Aaron Spires

COP 21 Appendix "T"

Paris, France - November 30 to December 11

Dave Bleakney, Lynne Pajot and Ron Rousseau

2016

Labor Notes -External Organizing Fund

Chicago, USA - April 1 to 3

George Nickerson, Atlantic Coordinator / Darly Aimé, Montréal / Jim Moffatt /

Pamela Townsend, Toronto Coordinator / Dean Woronoski, London President

Sanjay Sapra, Metro-Toronto National Director / Julee Sanderson, Saskatoon President

Basia Groff, Fort St-John BC / Kelsie Murray, Winnipeg / Diane Mitchell, National Coordinator

George Floresco, 2nd National Vice– resident

UNI Americas Executive and Administrative Committees

Montevideo, Uruguay - April 6 and 7

George Floresco, member of the committees

CGSP/ ACOD Post Convention

Brussels, Belgium) - April 14 and 15

Denis Lemelin

May Day in Cuba

La Havana, Cuba - April 28 to May 6

Joanne Gomercich, Jeff Callaghan, Rick Coffin, Denis Lemelin and Atlantic Delegation

PPSWU 4th Conference

Jericho, Palestine - May 3 to 6

Aaron Spires

24th Conference on Postal and Delivery Economics - Appendix "T"

Florence, Italy- May 15 to 22

Beverly Collins, George Kuehnbaum and Christopher Schwartz

Coalition of Black Trade Unionists – CBTU

Washington, USA - May 25 to 30

Jan Simpson, Richard Gaboton, Meghan Whitfield and Mark Brown

International Meeting on Pension Funds – General Funds

Amsterdam, Netherlands - June 6 to 10

Beverly Collins, Rona Eckert and Lori Hacking

World Social Forum

Montreal, Quebec - August 9 to 14

Mike Palecek, Sanjay Sapra, Denis Lemelin, Giuliana Fumagalli and Guillaume Brodeur

UNI Post & Logistic World Conference

Dublin, Ireland - October 13 and 14
Denis Lemelin

UNI/ITF Global Delivery Meeting – External Organizing Fund

London, UK - October 24 to 26
Darly Aimé and Aaron Spires

COP 22 - Appendix “T”

Marrakech, Morocco - November 7 to 18
Lynne Pajot and Dave Bleakney

UNI Americas Women Conference

Medellin, Colombia - December 5 and 6
Anny Lesage

UNI Americas Regional Conference

Medellin, Colombia - December 8 and 9
George Floresco and Anny Lesage

2017

May Day in Cuba

La Havana, Cuba - April 29 to May 6
Debbie Hollis, Atlantic / Darly Aimé, Montreal / Debbie Attrill, Pacific / Michel Côté, Quebec
Don Foreman, Central / David Rennie, Ontario / Sarbjeet Deol, Toronto / Amandeep Parmar Prairie
Dan McCormick, Solidarity Fund Atlantic / Denis Lemelin and Jeff Callaghan

25th Conference on Postal and Delivery Economics – Appendix “T”

Barcelona, Spain - May 24 to 27
Beverly Collins, Peter Denley, Geoff Bickerton and Kathie Steinhoff

UNI Post & Logistic World Committee

Nyon, Switzerland - May 23 and 24
Jan Simpson, George Floresco and Anny Lesage

CBTU

USA - May 24 to 29
Jan Simpson and Richard Gaboton

UNI Americas Women’s Conference

Montevideo, Uruguay - July 3 and 4
Anny Lesage

UNI Americas Regional Committee

Montevideo, Uruguay - July 5 and 6
George Floresco

Delegation to Haïti

Haïti - July 4 to 17
Richard Gaboton

UNI Americas Post & Logistic Regional Committee

Santiago, Chile - August 7 and 8
George Floresco and Denis Lemelin

UNI Post & Logistic World Committee

Nyon, Switzerland - October 9 to 11
Jan Simpson, George Floresco and Anny Lesage

Trilateral Meeting Mexico - Canada - USA

Chicago, USA - October 19 and 20
Peter Denley, Maddie Cleroux and Farouk Karim

ITF Women Conference

Marrakech, Morocco - November 7 and 8
Jan Simpson and Lana Schmidt

COP 23 - Appendix “T”

Bonn, Germany - November 4 to 11
Dave Bleakney and Christopher Schwartz

34^e Greek Postal Union Congress – Post Greece

Heraklion, Greece - November 8 to 11
Dave Bleakney

2018

International Labour Network for Solidarity and Struggles - ILNSS

Madrid, Spain - January 25 to 28
Dave Bleakney and Ellen Bowles

Frontline Tour

Colombia – January 29 to February 11
Melanie Wood and Denis Lemelin

Organizing Meeting Re: E-Commerce

External Organizing Fund
Chicago, USA – February 8 and 9
Aaron Spires,

World Social Forum

Salvador de Bahia, Brazil – March 3 to 17
Diane Mitchell, Darly Aimé, Todd Murray, Guillaume Brodeur, Waqar Khamaya and Denis Lemelin

Visit to Deutsche and Poland Post - Appendix « T »

Germany and Poland - March 14 to 22
Peter Denley, Lynne Pajot, Terry MacDonald, Joanne Gomercich and Christopher Schwartz

Labour Notes Conference - External Organizing Fund

Chicago, USA - April 6 to 8

Aaron Spires, Christopher Sano, Leah Rowlinson, Lisa Schofield, Barb McNeely, Magali Giroux, Amy Anderson, John McMahon, Nancy Prendergast, Derek Richmond, Todd Jarema, Gurmeet Dhillon, Gerald Peckford, Sharon Samuels, Jean-Philippe Grenier and Anita Ratkivic-Baric

UNI Americas Regional Post & Logistic Meeting

New-Orleans USA - April 18 and 19

Mike Palecek, Jan Simpson, Denis Lemelin and Anny Lesage

Venezuela Elections Observation Group - General Fund

Venezuela - April 17 to 21

Don Foreman

May Day to Cuba

La Havana, Cuba - April 28 to May 6

Jeff Callaghan, Glen Fillier, Andrea Scalise, Kathleen Mary Bear, Luc Julien, Geof Turner et Line Doucet (Atlantic International Funds)

UNI World Post & Logistic Meeting

Nyon, Switzerland - May 23 and 24

Anny Lesage, Jan Simpson and George Floresco

26th Conference On Postal and Delivery Economics

Croatia - May 27 to June 3 (Appendix « T »)

Peter Denley, Beverly Collins, Christopher Schwartz and Farouk Karim

Fentect Convention

Brasilia, Brazil - May 31, June 1 to 3

Lisa Aguiar and George Floresco

UNI Women's World Conference

Liverpool, U - June 14 and 15

Jan Simpson, Tony MacAfee, Lori Karas and Anny Lesage

UNI World Congress

Liverpool, U - June 17 to 20

Mike Palecek, Jan Simpson, Beverly Collins, George Floresco, Tony MacAfee, Lori Karas, Anny Lesage, Sanjay Sapra and Denis Lemelin

PPSWU 5th Conference

Jericho Palestine - June 28 to 30

Melanie Wood and Denis Lemelin

CBTU

Albany, USA - August 16 to 19

Richard Gaboton

APWU Convention

Pittsburgh, USA - August 20 to 23

Mike Palecek and Jan Simpson

UNI – CUPW Africa Project Meeting
Abidjan, Ivory Coast - November 8 and 9
Denis Lemelin

UNI World Committee
Nyon Switzerland - November 14 and 15
Anny Lesage

UNI/ITF Meeting Re: E-Commerce – External Organizing Fund
London, England - November 20 to 22
Aaron Spires

COP 24 – Appendix “T”
Poland - December 1 to 15
Dave Bleakney and Christopher Schwartz

2019

UNI Americas Post & Logistic Regional Committee
Montevideo, Uruguay - March 19
George Floresco

International Delegation to Ireland/ James Connelly Centre
Belfast, Ireland - April 15 to 22

PPSWU Training
Amman, Jordan - April 26 to 28
Jan Simpson and Denis Lemelin

May Day in Cuba
La Havana, Cuba - April 28 to May 4

2015-2019

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UNI Americas Post & Logistic Regional Committee

Santiago, Chile - August 7 and 8
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UNI Post & Logistic World Committee

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Jan Simpson, George Floresco and Anny Lesage

Trilateral Meeting Mexico - Canada - USA

Chicago, USA - October 19 and 20
Peter Denley, Maddie Cleroux and Farouk Karim

ITF Women Conference

Marrakech, Morocco - November 7 and 8
Jan Simpson and Lana Schmidt

COP 23 - Appendix "T"

Bonn, Germany - November 4 to 11
Dave Bleakney and Christopher Schwartz

34^e Greek Postal Union Congress – Post Greece

Heraklion, Greece - November 8 to 11
Dave Bleakney

2018

International Labour Network for Solidarity and Struggles - ILNSS

Madrid, Spain - January 25 to 28
Dave Bleakney and Ellen Bowles

Frontline Tour

Colombia – January 29 to February 11
Melanie Wood and Denis Lemelin

**Organizing Meeting Re: E-Commerce
External Organizing Fund**

Chicago, USA – February 8 and 9
Aaron Spires,

World Social Forum

Salvador de Bahia, Brazil – March 3 to 17
Diane Mitchell, Darly Aimé, Todd Murray, Guillaume Brodeur, Waqar Khamaya and Denis Lemelin

Visit to Deutsche and Poland Post - Appendix « T »

Germany and Poland - March 14 to 22
Peter Denley, Lynne Pajot, Terry MacDonald, Joanne Gomercich and Christopher Schwartz

Labour Notes Conference - External Organizing Fund

Chicago, USA - April 6 to 8
Aaron Spires, Christopher Sano, Leah Rowlinson, Lisa Schofield, Barb McNeely, Magali Giroux,
Amy Anderson, John McMahon, Nancy Prendergast, Derek Richmond, Todd Jarema, Gurmeet
Dhillon, Gerald Peckford, Sharon Samuels, Jean-Philippe Grenier and Anita Ratkivic-Baric

UNI Americas Regional Post & Logistic Meeting

New-Orleans USA - April 18 and 19

Mike Palecek, Jan Simpson, Denis Lemelin and Anny Lesage

Venezuela Elections Observation Group - General Fund

Venezuela - April 17 to 21

Don Foreman

May Day to Cuba

La Havana, Cuba - April 28 to May 6

Jeff Callaghan, Glen Fillier, Andrea Scalise, Kathleen Mary Bear, Luc Julien, Geof Turner et Line Doucet (Atlantic International Funds)

UNI World Post & Logistic Meeting

Nyon, Switzerland - May 23 and 24

Anny Lesage, Jan Simpson and George Floresco

26th Conference On Postal and Delivery Economics

Croatia - May 27 to June 3 (Appendix « T »)

Peter Denley, Beverly Collins, Christopher Schwartz and Farouk Karim

Fentect Convention

Brasilia, Brazil - May 31, June 1 to 3

Lisa Aguiar and George Floresco

UNI Women's World Conference

Liverpool, U - June 14 and 15

Jan Simpson, Tony MacAfee, Lori Karas and Anny Lesage

UNI World Congress

Liverpool, U - June 17 to 20

Mike Palecek, Jan Simpson, Beverly Collins, George Floresco, Tony MacAfee, Lori Karas, Anny Lesage, Sanjay Sapra and Denis Lemelin

PPSWU 5th Conference

Jericho Palestine - June 28 to 30

Melanie Wood and Denis Lemelin

CBTU

Albany, USA - August 16 to 19

Richard Gaboton

APWU Convention

Pittsburgh, USA - August 20 to 23

Mike Palecek and Jan Simpson

UNI – CUPW Africa Project Meeting

Abidjan, Ivory Coast - November 8 and 9

Denis Lemelin

UNI World Committee

Nyon Switzerland - November 14 and 15

Anny Lesage

UNI/ITF Meeting Re: E-Commerce – External Organizing Fund

London, England - November 20 to 22

Aaron Spires

COP 24 – Appendix “T”

Poland - December 1 to 15

Dave Bleakney and Christopher Schwartz

2019

UNI Americas Post & Logistic Regional Committee

Montevideo, Uruguay - March 19

George Floresco

International Delegation to Ireland/ James Connelly Centre

Belfast, Ireland - April 15 to 22

PPSWU Training

Amman, Jordan - April 26 to 28

Jan Simpson and Denis Lemelin

May Day in Cuba

La Havana, Cuba - April 28 to May 4