

(INTRO) William Johnson, President of the Regina Local CUPW and delegation.

On behalf of our delegation and our 260 members who work as letter carriers, Mail Service Couriers and RSMC within the city of Regina, I want to take this opportunity to make an appeal to amend and extend the Clean Properties Bylaw to residential areas.

I am sure everyone recognizes the desirability of having safe and accessible public sidewalks throughout our city. This is our third presentation in front of City Council with a request to amend the current bylaws for Clean City Sidewalks. Presentations were made in 2003 and again in 2006, with no commitment to bring our City bylaws in line with other major centres across the prairies. A lot of this is plain common sense.

In fact in 2005, then councilor Michael Fougere submitted a report to City Council regarding this very issue. In his report he provided information from a survey of his constituents. "74% surveyed believe that the City of Regina should require residents to clear sidewalks in front of their homes."

We think the extension of the bylaw is a good idea and is in the general public interest. Bylaws set out civic responsibilities, which the law-abiding public, with few exceptions, will respect.

Having a bylaw apply to residential areas, like has been done in Saskatoon, Edmonton, and Calgary, and will ensure that there is a collective responsibility towards safe access and use of our public sidewalks. This change is long overdue.

I want to briefly explain the situation as it relates to our members.

Walkways in parks, sport and rec. centers are cleaned now.

We do feel that when any financial costs are considered in the context of improved safety for workers, children, and persons with disabilities, seniors, as well as other regular users our sidewalks, an improved bylaw does deserve careful consideration with a view towards adoption.

The citizens of Regina currently receive delivery from Canada Post by 203 full time/part time letter carriers, 27 Mail Service Couriers, and 31 Rural/Urban Mail Couriers (RSMC). The vast majority of routes are foot routes, which require letter carriers to walk on average 15 – 25 km. per day carrying up to 35 lbs of mail in their satchels. The average letter carrier will spend between 25 and 30 years in their occupation. A significant portion of their careers will involve working in snowy and icy conditions.

The letter carrier/MSR/RSMC job has long had a high rate of injury. Primarily related to slips, trips and falls. We see the rate of injury increase in the winter for obvious reasons.

Canada Post and CUPW, in accordance with changes to the Canada Labour Code, are obligated to reduce on the job hazards. To this end, union and management in Regina continue to undertake a Workplace Hazard Protection Program (originally called Slips and Falls).

This project entails an inventory of each route in the city and the identification and elimination of hazards. For the Union, it is essential that we reduce the rate of injuries in the interests of our members and their families who are left to cope with injuries, sometimes temporary and sometimes permanent.

For the Corporation, as for any company, the reduction of injuries leads to less replacement costs and less costs related to the Worker's Compensation Board. From a purely financial perspective a reduction of injuries leads to fewer costs to our provincial WCB plan.

The unsafe state of some of our public sidewalks during the winter, continues to be of primary concern raised by our members, often through injury reports.

An employee, for bona fide reasons, can cut off delivery to a homeowner who does not shovel their own sidewalk. However, this does not extend to the public sidewalk.

Many of Regina's homeowners are conscientious and do take on the responsibility to keep the sidewalk in front of their home clean and safe. However, there are still those who do not tend to the public sidewalk.

So far in 2018 we have had 8 slip and fall injuries reported by our workers. More than half of these falls occurred on the City sidewalks. Severity of injuries, included broken teeth, knee injury, cuts to face requiring stitches, and broken bones.

There are options to what the bylaw can require in the way of time for compliance for residential areas – 24 hours; 48 hours; or 72 hours. For us, the key is to put in place the expectation that following a snowfall; some due diligence is applied by the homeowner within a reasonable time frame to ensure safe access not only on their property but also on the public sidewalks.

This requires careful scrutiny in respect to an extension of the current bylaw to residential areas. We ask that you consider the proposed bylaw change and take action to improve the safety of city sidewalks in Regina for all of your constituents.

(Introduction) Bev Ray, Letter Carrier.

I have delivered mail for Canada Post for 18 years. During my career at CP I spent most of my time delivering mail in Edmonton. In the fall of 2015 I transferred to Regina. This is my 3<sup>rd</sup> winter in Regina.

I have an average letter foot route in South Regina. I typically walk on average between 18 and 25 km each day. My route consists of 473 residential houses, 7 apartment complexes (268 POC) and 13 businesses.

On January 9<sup>th</sup> we experienced significant freezing rain in Regina. This affected our ability as Letter Carriers to safely deliver mail to our customers. On January 10<sup>th</sup>, the majority of letter carriers in Regina did not attempt to deliver mail, due to the conditions, and we had hoped that would have given property owners an opportunity to work at clearing ice from not only their own properties but hopefully work on the icy conditions on the city sidewalks in front of their properties.

In my 18 years, I had never experienced such severe conditions that persisted over several days. Attempts were made within 1 day to begin delivery. However, other than having improved access to apartment complexes and businesses, the city sidewalks remained with extreme icy conditions.

For 9 days mail was not delivered to the 473 residential houses on my route. Not because homeowners did not clear their private sidewalk, but no attempts to clear or improve the walking conditions on the city sidewalks occurred.

My experience with the city sidewalks here in Regina is comparable to most Letter Carriers. I encounter people daily on my route. In the winter months, I often see other Regina residents choosing to walk on the city streets (which are cleared), as well as individuals in motorized wheelchairs on the city, rather than attempting to maneuver down uncleared city sidewalks, which are not safe or accessible.

We ask that you make the necessary changes to improve the City Bylaw that would allow not only residents, but those of us that work outside regularly to have the ability to do so with our health and safety in mind.