

UPDATE FOR MEMBERS ON HIGH-RISK LEAVE

Canada Post recently provided an updated High-Risk Leave Form, to be filled out by a qualified medical practitioner, which includes a section asking whether fully vaccinated patients can return to work.

The Corporation has informed the Union that, starting September 3, 2021, any member on high-risk leave, whose medical practitioner indicated they are able to return to work once fully vaccinated, will receive a call from national level Canada Post management to discuss their return-to-work date.

If a member feels they require an accommodation based on their medical condition, they will need to acquire documentation of this need from their qualified medical practitioner. Canada Post has a duty to accommodate and to follow the accommodation process as per the Urban (Article 54) and the RSMC (Appendix "G") collective agreements.

If members are unable to be vaccinated based on religious considerations under the Human Rights Act, Canada Post will direct them to their Human Rights Team to investigate and/or determine the proper accommodation.

Members are entitled to union representation during their call with Canada Post and the employer must advise them of this right as per the collective agreement. Members have the right to be represented by a union representative of their choice. We recommend that members utilize that right, and inform CPC when contacted. Once the member has requested union representation, the phone call will end and a three-way call with the member, CPC and the Union will be organized for a later date. Please note that Canada Post does not have the right to ask if members are fully vaccinated.

We are still living through unprecedented times, and the Union will continue to support and protect high-risk members as they transition back to work.

In solidarity,



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National Union Representative
Consultation

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