

cupw•sttp 2017-2018

# Negotiations

Urban Postal and RSMC

September 20, 2018

Bulletin # 036

## “COOLING OFF” PERIOD ENDS SEPTEMBER 25

Conciliation ended on September 4, 2018. Despite over nine months of negotiations, sixty days of conciliation and the exchange of global offers, we are still without new contracts for both the urban and RSMC units.

### “Cooling off” Period

The *Canada Labour Code* provides for a three-week period, after the end of conciliation, before the parties obtain the right to strike or lock-out. This period ends at midnight on September 25, 2018. This means that the Union will have the right to strike and the employer has the right to lock us out as of 12:01 am September 26, 2018.

### 72-Hour Notice

Under the provisions of the *Canada Labour Code*, there must be a 72 hour notice given prior to a strike or lock-out. This does not mean that this will happen, but we all must be prepared for this possibility.

### Duration of Strike Mandate

The strike mandate given to the Union by you is valid for sixty days, unless a lockout has already occurred, in which case the sixty day requirement would no longer apply. Therefore, if no lockout occurs, the strike notice can be issued anytime before November 8, 2018.

### Conditions of Employment

It is important to be aware that as of 12:01 am September 26, the *Canada Labour Code* gives an employer the right to change our conditions of employment. At this point we do not know what Canada Post will do.

### Negotiated Collective Agreements

Our goal is not and has never been to strike. We want to achieve collective agreements that meet members' needs and resolve workplace issues; collective agreements that truly recognize our members' daily contribution at Canada Post.

### Our Solidarity

Now more than ever, solidarity is key if we are to obtain fair collective agreements. Let's proudly show our solidarity, and tell Canada Post through our actions that:

### We Deserve Better and We Will Fight For What We Deserve!

In Solidarity,



Nancy Beauchamp  
Chief Negotiator, RSMC Unit



Sylvain Lapointe  
Chief Negotiator, Urban Unit

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