

June 26, 2020

## Bar charts calculations during the COVID-19 outbreak

Several locals have contacted the National Office to let us know that the Canada Post Corporation (CPC) is not taking into account the absences related to COVID-19 in the calculation of the number of relief letter carriers required based on the bar charts (clause 52.05(b) of the urban collective agreement.)

### Rules determined by Arbitrator Swan

In his decision, Arbitrator Kenneth P. Swan established the exceptionality and non-repetitiveness of an absence as the criteria for exclusion from the application of clause 52.04 of the collective agreement.

### CPC's position???

CPC pretends that if a similar absence didn't occur during the last three years, this absence is thus exceptional and must not be included in the calculation.

During the consultation meeting on June 2<sup>nd</sup>, 2020, we asked CPC to change their position and to take into account all the absences due to COVID-19.

We are still waiting for their answer.

### CUPW's position!

The Union agrees that COVID-related absences are indeed exceptional.

However, these absences do not meet the criteria of non-repetitiveness that would allow for their exclusion from bar-charts calculations.

- Most experts warn there will be other waves of COVID-19;
- There are currently no efficient cure nor vaccine;
- High risk individuals remain at risk.

If CPC maintains its position, this could lead to an important reduction in the number of relief employees next year when staffing needs will be critical due to the carry over of annual leaves and the dramatic increase in the number of parcels to be delivered.

**We demand that leaves taken because of COVID-19 be included in the bar charts calculations.**

In solidarity,

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4<sup>th</sup> National Vice-President

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