

TENTATIVE COLLECTIVE AGREEMENTS: MOVING IN THE RIGHT DIRECTION

The tentative collective agreements provide many important elements for all RSMCs and Urban operations workers. No one can predict what the economic situation will be in 2022. Will CPC once again be profitable? Will it continue to lose millions of dollars? No one knows. But with the tentative agreements, members have guaranteed wage increases, improved job security, diversified public postal services, and stability and progress during uncertain times.

More Rights - No Rollbacks

Signing the tentative agreements would ensure that CPC not rely on unconstitutional legislation which leaves us with few options. There are no rollbacks of any kind in these agreements – only improvements. Improvements in compensation and job security, as well as the creation of more full-time jobs and regular positions.

Pensions Are Protected

With the tentative agreements, our pensions are fully protected for an additional two years. The economy will recover and grow, and the pension solvency deficit will disappear or at least be significantly reduced as we expect interest rates to increase. Members who are considering retirement within the next five years will secure two more years of wage increases and uninterrupted pension contributions.

RSMCs - No Losses - Only Gains

The contract extension gives us the opportunity to build upon the important gains made in the pay equity process and the MacPherson arbitration. For the first time, the agreement contains a commitment from CPC that it agrees *“to transition Rural and Suburban Mail Carriers to an hourly rate of pay system, conditional upon the development of an updated approach to the Rural and Suburban Mail Carriers’ workload and work content measurement.”* If there is no agreement on workload and the required adjustment of the collective agreement, the tentative agreement provides for this issue to become part of the next round of bargaining. Also, effective on the date of signature of the agreement, there will be no retroactive recovery of alleged overpayments in relation to the annualized total of Personal Contact Items delivered.

Guaranteed Wage Increases

The wage increases of two percent each year are in line with the better collective bargaining agreements currently being negotiated, and slightly above the average. For most full-time employees, the (non-pensionable) lump sum of \$500 paid in 2022 will represent an addition 0.8% of regular salary. For part-time, temporary, PREs and OCRs the calculation of the percentage increase represented by their \$250 (non-pensionable) lump sum will depend on their annual earnings. All employees will receive the lump sum payment whether they are active or not, and regardless of previous earnings. The COLA is also updated and will provide wage protection (for regular employees) should inflation reach 5.33% during the two years of the contract extensions.

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Better Job Security and Job Protections

Immediately, as of the date of signing, many more urban postal workers will be covered by the job security provisions of Article 53 of the Urban collective agreement. Also, CPC's commitment to provide more financial services at corporate retail offices will help protect the jobs of members currently working at the wickets. In our current contract, CPC is required to maintain a minimum of 493 retail counters staffed by CUPW members. However, several times in previous bargaining CPC has attempted to eliminate this guarantee. CUPW has also said the best form of job security is having work to perform that is important to the Corporation and needed by the public. Financial services will bring supplemental revenues to the Corporation that will be beneficial to all CUPW members in future rounds of bargaining. Likewise, training vehicle mechanics to maintain and repair electric vehicles will preserve jobs when CPC moves to an electric fleet.

Unanimous Recommendation From Your National Executive Board

The members of the NEB were very involved during the discussions with CPC and the development of the tentative agreements. They carefully discussed every aspect of the tentative agreements and weighed the pros and cons of recommending the agreements to members or proceeding with the traditional negotiations route. They unanimously concluded that they would recommend that members vote YES for the agreements. However, should the membership reject the agreements we will move forward with the traditional process as previously planned.

More Information Coming

Additional information on all aspects of the tentative agreements will be provided prior to the beginning of voting. You can have bulletins delivered right to your email by signing up for CUPW's E-Digest. Go to <http://www.cupw.ca/en/cupw-edigest>.

Make Your Vote Count

In order to ensure you can vote on this important recommendation, we must be able to reach you. Our records must therefore be up-to-date and must include a valid email address. To update your contact information, please use the following link:

<https://www.cupw.ca/en/update-my-info> or email: membership@cupw-sttp.org.

If you prefer using the QR code, simply take a picture with your phone – it will take you directly to our website:



VOTE YES FOR PROTECTING OUR FUTURE AND EXPANSION OF SERVICES

In Solidarity!

Jan Simpson
CUPW National President

