

MORE SECURITY IN UNCERTAIN TIMES

As we transition to a post-pandemic world, the importance of income and job security has never been greater. The pandemic resulted in tremendous changes to the courier and postal delivery industry. Parcels increased dramatically while letter mail, advertising mail, and householders declined. Not all the new parcel business went to traditional delivery companies like Canada Post, Purolator, UPS, FedEx, etc. New delivery networks, using companies like Uber expanded, while Amazon started delivering its own parcels in some areas. No one knows what the post pandemic world will look like. Will parcel deliveries decline as shoppers return to the stores? Will advertising mail return? We do not know. But we can say that with the new tentative agreements, our job and income security will not only continue, it will improve.

More Urban Workers Covered by Article 53

Effective the date of signing, all employees who gained “regular” status between June 1, 2020 and the date of signing will be entitled to the full job security protections of Article 53 of the Urban collective agreement.

No Clawback of PCI Payments for RSMCs

Upon the date of signing, whenever the number of PCIs on an RSMC route decline year over year, CPC will not demand that the RSMC repay the Corporation for any alleged overpayment.

Employment Opportunities for Temporary and Part-Time Employees

The new information that the union receives with respect to Group 1, full-time, part-time and temporary workers with regular hours, extensions, and overtime hours, worked by shifts and sections, will enable CUPW to use the provisions of the collective agreement that were improved since the MacPherson decision (39.06) to create more regular positions and full-time jobs. This will result in greater opportunities for temporary employees to obtain regular positions and part-time employees to become full-time. This will also allow Locals to address some staffing issues specific to their local reality.

Just Transition for Groups 3 and 4

“Just Transition” is the term used to describe a process whereby workers are not adversely impacted by the changes necessary to reduce Greenhouse Gas emissions and reduce our carbon footprint. As Canada Post converts to electric and hybrid vehicles, it is important to ensure that the existing employees are trained and acquire the new skills required to repair and maintain the new vehicles. The tentative agreement does just that.

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RSMC Restructures

When a route restructure may result in a significant reduction of compensation for the route holder, a union-management committee will examine potential solutions.

Guaranteed Wage Increases and the Cost of Living Allowance (COLA)

Wages will increase 2.0% at the beginning of each year of the two-year extension and a one-time non-pensionable lump sum payment will be made to all employees who are employed with the Corporation as of the first day of the extension. The lump sum will be \$500 for all full-time urban employees and RSMC with routes of six or more daily RMS hours. All other employees, including temporaries, PREs, and OCREs will receive \$250. All employees on paid and unpaid leaves will receive the lump sum. The Cost of Living (COLA) formula is unchanged except that the dates are adjusted to the new two-year period. The COLA will trigger should inflation exceed 5.33% during the two-year period.

Your Opportunity to Choose

All of these improvement, plus the prospect of new financial services at retail counters and additional revenues, were considered by the NEB when it unanimously decided to recommend the membership vote Yes to the tentative agreement. Now it is your turn to exercise your democratic right to decide.

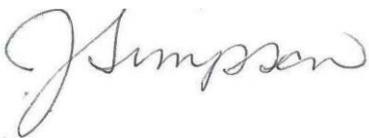
Remember to Update your Information so you can Vote!

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.

To update your contact information, please use the following link:

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

In Solidarity!



Jan Simpson
CUPW National President

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