

11 THINGS TO CONSIDER WHEN YOU VOTE

The National Executive Board is unanimously recommending that CUPW members vote YES to the proposed two-year renewals of Urban Operations and Rural and Suburban Mail Carriers collective agreements. Here are some of the reasons why:

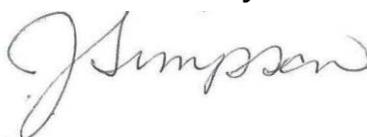
1. **Stability in an uncertain time:** No one can predict what the economic and political situation will be post-pandemic. The two-year renewal will provide job and income security during this period and permit us to prepare for the next round of bargaining beginning in 2023.
2. **Guaranteed pensionable wage increases:** On the first day of each year of the agreements, members will receive a 2% increase in wages, activity values, and variable activities. The current cost of living allowance (COLA) formula will remain unchanged, however the dates have been updated to reflect the two-year renewal periods. In the first year, there will be a \$500 one-time non-pensionable lump sum payment made to all full-time Urban employees and all RSMCs with six or more daily RMS hours. All other employees (including temporaries, PREs and OCREs) will receive \$250. All payments pertaining to the hourly rates referenced in Appendix "A" will be updated and increased by 2% per year.
3. **Improvements in job security:** For Urban workers, the dates in the job security clauses will be moved forward by more than one year. This ensures that all workers who obtained regular positions between June 1st 2020 and the date of ratification of the renewal, will be covered by full job security as of the signing of the agreement. Retraining Group 3 and 4 workers for the maintenance and routine repairs of hybrid and electric vehicles will guarantee they have the necessary skills once CPC converts to an electric fleet.
4. **No clawback of overpayments for personal contact items (PCIs) for RSMCs:** 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.
5. **No forceback for letter carriers and MSCs:** The provisions of 15.14 of the Urban collective agreement, which provide for compulsory overtime on other routes, will continue to be suspended until January 1, 2024.

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6. **More opportunities for permanent, regular Group 1 positions:** The Union will receive comprehensive staffing information that will greatly improve our ability to enforce the Group 1 staffing provisions of the collective agreement and create full-time, regular jobs wherever possible.
7. **New financial services:** After a decade of CUPW campaigning for postal banking, CPC has committed to the launch of a new financial service in partnership with a Canadian financial institution. Renewing the collective agreement for two years will permit the uninterrupted development of services that we hope will provide greater security for employment in Corporate retail outlets, more revenues for CPC, and meet the needs of the public.
8. **Two new processes to deal with problems:** In facilities where the Corporation has considered implementing SSD, the Parties will examine the possible implementation of a model inspired by the Urban and RSMC MOAs signed for the Deerfoot facility in Calgary. These MOAs provided for additional “waves” as an alternative to SSD. Within 30 days of the signing of this agreement, the parties will begin discussions for the settlement of the National Policy Grievance on the double bundle delivery method. The arbitrator shall remain seized of the issue if no agreement is reached.
9. **Commitment for hourly rate for RSMCs:** CPC has made a commitment to transition Rural and Suburban Mail Carriers to an hourly rate of pay system conditional upon the development of an updated approach to the RSMCs workload and work content measurement. In the event the parties cannot agree on an approach, these outstanding issues, including an hourly rate of pay, shall become part of the next round of bargaining.
10. **Dental plan and contract dates:** All contract clauses that provide expiry dates will be moved forward by two years. The dental fee guides will be moved forward so that they continue to be one year prior to the year.
11. **No rollbacks:** There are no roll-backs in both of the tentative agreements.

The National Executive Board unanimously recommends the membership vote YES to the tentative agreements.

In Solidarity!



Jan Simpson
CUPW National President