



cupw•sttp

# Negotiations

Canadian Union of Postal Workers, urban operations

July 28, 2011

Bulletin #82

## CUPW Files A National Policy Grievance (N00-10-00001)

### Canada Post Violation of the Collective Agreement Between May 30<sup>th</sup> and June 27<sup>th</sup>

CUPW has filed a National Policy grievance alleging Canada Post violated the Urban Operations Collective Agreement between May 30 and June 27, 2011.

Bill C-6, the back to work legislation, extended the term of the Urban Operations Collective Agreement back to Feb. 1, 2011.

As a result CUPW is arguing that the Urban Operations Collective agreement was in full force and effect for the entire period.

This means that Canada Post violated the Collective Agreement when they:

- ✓ failed to grant us sick leave with pay , vacation leave, and other types of leaves during this period;
- ✓ failed to honour health care claims during this period;
- ✓ failed to include this period in the calculation of our sick leave , vacation leave, night workers leave and other types of credits;
- ✓ failed to accept grievances;
- ✓ failed to properly pay us for overtime hours worked;
- ✓ failed to allocate work on an uncovered route properly;
- ✓ performed bargaining unit work;
- ✓ sent apprentices home from training;
- ✓ changed letter carrier work patterns.

This is not a complete list.

CUPW wants Canada Post to resolve this national policy grievance by fully and retroactively applying all the provisions of the Collective Agreement, and providing proper compensation.

#### Members should file grievances

CUPW Urban Operations bargaining unit members are encouraged to file a grievance , if they believe they were denied rights or benefits on one or more of these or other issues. Please contact your shop steward, who will assist you to fill out a grievance investigation form. Your shop steward will also advise you on the type of documentation you will need to provide.

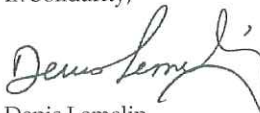
#### CUPW is also complaining to the Canada Industrial Relations Board

CUPW has made a formal complaint to the Canada Industrial Relations Board alleging that Canada Post was in violation of a number of provisions of the Canada Labour Code, when they suspended the provisions of the Collective Agreement, after we gave the 72 hours strike notice.

#### Fighting for our Rights

CUPW is determined to fight for our rights, our benefits and our jobs.

In Solidarity,



Denis Lemelin  
National President and Chief Negotiator

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