

Outstanding Canada Post Proposals	Outstanding CUPW Proposals
<ul style="list-style-type: none"> • Wages & COLA • New employees <ul style="list-style-type: none"> - 18% lower starting rate - Increase in retirement age - Reduction of vacation • Restrictions on Compensatory time for group 2 (new demand) • Delete Appendix “EE” • Remove Arbitrators Dulude & O’Shea from arbitrator panel • Short Term Disability Plan (STD) <ul style="list-style-type: none"> - 7 day waiting period for Doctor approved sick leave - New restrictions on Special Leave - Must sign medical release to be granted Doctor approved sick leave - Must provide copies of all reports, tests etc to be granted Doctor approved sick leave at a cost to the employee - Cash payback for all borrowed sick leave - Cannot grieve decisions of Disability Management provider - 70% pay for sick leave - Must go on EI before DI - Carry-over limited to five days • Guidelines for Appendix “DD” • Appendix “C” 	<ul style="list-style-type: none"> • Wages & COLA • Divert CTI money to pension¹ Plan in agreement • Increase Union Education Fund • Increase Child care fund • Appendix “T” projects (no additional cost) <ul style="list-style-type: none"> - Banking² - Maintenance & repair of mail transportation equipment³ - Delivery for seniors and disabled - Environmental footprint² • Coverage of Drugs dispensed while in hospital • Top up benefits while on parental leave • One bundle delivery method • Percentage of coverage • Ergonomic studies • Rotation of duties • Appendix “P” • Information in electronic format – including GEO Route • Group 3 & 4 standardize overtime and limit schedule changes • Sick & IOD protections • Appendix “C” • Pilot on MLC parcels

¹ Savings of \$65 million

² Study only

³ 2 sites

Agreements in principle on CPC Demands	Agreements in principle on CUPW demands
<ul style="list-style-type: none"> • Elimination of 6 month waiting period for Dental plan • Premium holiday for DI • Set fund for Human Rights training • Drivers licence required in depots with more than 50% motorization • Drivers abstract required for employees in positions requiring driver's licence • Fast track pilot project for duty to accommodate • Duration • P05s • Delete Appendix "KK" and refer issue to NJOSH 	<ul style="list-style-type: none"> • Appendix I employer language submitted May 17th • Job Security • Premium holiday for DI • Dental Fee guide update • Increase birth & Adoption • Aboriginal hiring included in Appendix "HH" • Birth & adoption leave • 5% supplement for Temps • Renew Appendix "V" & "CC" • Common law spouse • Pregnant employees • List for Atlantic Arbitrators • Appendix "DD"
Offers CPC reneged on	Offers CUPW reneged on
<ul style="list-style-type: none"> • Heavy Duty vehicle mechanic⁴ • Bar Chart absences • Admail time and weights • Study on Financial services⁴ • Conversion of temp hours to part time positions⁴ • Conversion of part time hours to full time positions⁴ • Staffing information under Appendix "P"⁴ 	

⁴ We maintain our demand

CPC Demands CUPW Moved On	CUPW Demands CPC Moved On
<ul style="list-style-type: none"> • New pay scale – CPC wants more • Competency based hiring – CUPW proposed specialized training • Pension – CPC our way only • STD committee – CPC our way only 	
Status Quo - Employer	Status Quo - Union
	<ul style="list-style-type: none"> • Status quo with new date: Appendix “AA”⁵, “FF” & “GG” • Appendix “D” & “Z”
Signed Language	
<ul style="list-style-type: none"> • Clause 5.01 • Clause 5.04 • Clause 11.02 • Clause 11.04 • Clause 18.11 • Clause 19.14 • Clause 34.07 • Clause 48.04 • Clause 51.02 • Clause 51.04 • Clause 52.02 • Appendix “H” • Appendix “MM” • Portion of Clause 9.39 that deals with Arbitrator panel for NWT & Nunavut 	

*CK/bt cope 225
mp cupe 1979*

⁵ Includes pilot on MLC parcel load leveling