

PERSPECTIVE MAGAZINE

NEGOTIATIONS 2023-2024 • NATIONAL PROGRAM OF DEMANDS



**Your
Post
Office.
Our
Work.**



A Message from your President



Your Post Office, Our Work

The forthcoming rounds of bargaining are crucial to the future of all CUPW members working for Canada Post. Our program of demands addresses the most pressing issues we face at work today — job security, wages, benefits, automation, and service expansion. Everything is determined at the negotiating table, which is why we must be prepared to fight to make the gains workers need and deserve.

The Landscape

Over the last few years, we have faced unprecedented challenges in society and in our personal lives and at the same time, our jobs have only gotten harder. Restructures and work method changes like Separate Sort and Delivery (SSD) have made routes longer and harder, meaning more aches and pains at the end of the day. Supervisors have continued to bully and harass. And staffing shortages have meant endless lines in retail, with angry customers venting their frustration all too often on us.

Get Involved: Have Your Say

Negotiating with the employer is never easy. A strong, unified, educated, and organized membership is what we need to succeed in bargaining. We know Canada Post isn't just going to give us better wages and benefits. We must come together, mobilize and demand better to get better. Members are already organizing workfloors across the country, stressing the importance of standing together and continuing to build collective power. We must be prepared to back up our demands.

Negotiating a good contract takes hard work, and full participation from members. It's important for members to attend your local meetings and vote on the program of demands. At the ratification meetings, members will be taking part in two votes. One to approve their program of demands, and one to determine whether the bargaining committees should adopt a resolution for a demand to merge CUPW's two biggest bargaining units into one.

This is your chance to shape the future of your job and our public postal service for the better. Don't miss your opportunity to make a difference.

We should also be talking to our families and friends about the issues, staying informed about the upcoming negotiations, and putting aside some money in case of a possible strike or lockout. We don't know what will happen, but being prepared for whatever may come is an important part of bargaining power.

Our Turn

All across this country — on work floors, at the negotiating table, and on picket lines, workers everywhere are organizing, standing up for their rights and making gains. Workers are saying "enough is enough"! By standing together, workers across this country have been making their collective power felt. They have stayed focused on improving their wages and working conditions — to support themselves, their families and communities. And CUPW members have been a visible presence everywhere standing shoulder to shoulder on picket lines, at demonstrations, and protests.

Now it's our turn to come together and to keep that momentum going into negotiations. We're coming to the table prepared. We will make gains by being active, staying informed, being united and remembering our fight is not with each other.

Be sure to attend your local ratification meeting and vote. We are 60,000 strong and together we are unstoppable!

In Solidarity,

A handwritten signature in black ink that reads "Jan Simpson". The signature is fluid and cursive.

Jan Simpson
National President



Our Demands

Our program of demands is the result of a democratic process involving every local in the union. It addresses the most pressing issues we face at work today. We are demanding full job security for all regular employees; significant wage increases; and improvements to the COLA. We need to lower the pay gap between new employees and those with more seniority. We need Canada Post to fill vacancies and long-term absences, so we don't get hurt or burnt out from staffing shortages. We need better protection against automation and artificial intelligence, and better standards for dealing with extreme weather and climate emergencies.

Combined Demands

Like 2017-2018, most of this year's Program of Demands is combined for the Urban and RSMC units. Our core demands address common problems faced by all CUPW members working at Canada Post and will be voted on by all members.

However, the two units also have unique challenges. This is why there are separate sections for Urban-specific and RSMC-specific demands. The entire Urban Operations Program of Demands includes demands C1 to C27 and demands U1 to U5. The entire RSMC Program of Demands includes demands C1 to C27 and demands R1 to R11.

Urban Operations Specific Demands

For Urban workers, we need real alternatives to CPC's Separate Sort and Delivery (SSD) project, so letter carriers can do their work safely without being overburdened. Technical services employees need wage adjustments to bring their compensation in line

with fair market value. We need to get rid of blackout periods from our vacation leave. And, finally, we need to improve the rights and benefits of temporary employees.

RSMC Specific Demands

RSMCs are closer to full equality than they've ever been before. Arbitrator Flynn's 2018 pay equity ruling proved the union was right all along: RSMCs perform work of equal value to Urban letter carriers, and any wage gap between the two groups is unjust.

But full equality is about more than just pay equity. It is also about ensuring RSMCs enjoy all the rights and benefits that Urban members have.

This is what our demands for RSMCs are about. We need all RSMCs to get a corporate vehicle to do their job and to be paid an hourly wage for all hours worked. Above all, we need to bring the RSMC Collective Agreement up to the same level as the Urban Agreement. This means more rights for On Call Relief Employees (OCRE), better union book-off provisions, a fairer discipline process, better leave provisions, and real accommodations for workers with disabilities.

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Tel: (613) 236-7238 Fax: (613) 563-7861
www.cupw-sttp.org

Letters to the editor are welcome.

Please e-mail your feedback to: feedback@cupw-sttp.org

Editor: J. Hutton

Production and translation: C. Benoit, A. Boulet, M. Chenal, J.-R. Gaudreau, J. Gillies, G. Laflamme, M. Nakhuda & M. Prévost

Associate editors: M. Champagne, B. Collins, R. Eckert, C. Girouard, C. Jones & J. Simpson

Contributors: M. Corbell, C. Girouard, S. Griffiths, F. Senneville, J. Simpson, L. Smidt & E. Tobin

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Combined Demands for Urban Operations and RSMC Units

C1 JOB SECURITY

Extend full job security to all regular employees.

C2 WAGES

A significant wage increase with full retroactivity to compensate for the rising cost of living. Lower the number of increments in the wage table and raise the starting wage for new employees.

C3 COST OF LIVING ALLOWANCE (COLA)

Improve the COLA and fold it into the basic wage rate. Ensure temporary employees receive the COLA.

C4 PREMIUMS

Raise the shift premiums for evening, night, and weekend shifts. Negotiate improvements to premiums. Improve longevity pay. Obtain a new premium for Mail Service Courier (MSC) Heavy Vehicle shunt drivers. Create an MSC Heavy Vehicle Relief function with entitlement to relief premiums.

C5 BENEFIT PLANS

Improve benefit plans including the dental plan, extended health care plan, vision and hearing plan, and life insurance for both active employees and retirees. That the Union negotiate a resolution to the ongoing issue with Régie de l'assurance maladie du Québec (RAMQ) for the members residing in the Province of Quebec.

C6 RECOVERY OF OVERPAYMENT

Improve the protections in cases of recovery of overpayment, including lower amounts paid back per pay period and negotiate a period after which CPC would not be allowed to recover overpayments.

C7 PAY STUBS

Improve the pay stubs to clarify the list of items to be detailed. Ensure RSMCs receive itemized pay stubs as detailed as those received by Urban members.

C8 FILLING POSITIONS AND ASSIGNMENTS

Strengthen the provisions for staffing to maximize full-time regular positions. Require CPC to fill vacancies, staff long-term absences and assume the responsibility to cover all absences. Ensure CPC prioritizes Relief Employees when filling long-term vacancies. Improve Appendix "P" to account for staffing issues at a local level. Improve Articles 39.04 and 39.05.

C9 OVERTIME

Adopt all necessary measures to reduce overburdening of RSMCs and Urban letter carriers including overburdening created by the delivery of Neighbourhood Mail. Raise the Overtime Meal Allowance and index it to account for inflation. Strengthen Article 15.03 of the Urban Agreement to ensure CPC provides adequate notice of overtime. Ensure employees have more flexibility in the use of compensatory time and raise the amount of compensatory time that can be carried over.

C10 SCHEDULING AND REST PERIODS

Ensure all part-time employees work a minimum of 20 hours per workweek. Define a normal workday as 8 hours. Include Group 2 employees under Article 14.01 (Urban). Improve Rotation of Duties provisions under Article 14 (Urban). Ensure Group 1 employees receive consecutive days of rest and strengthen the existing rest day protections for Groups 3 and 4 employees. Improve part-time and temporary workers' rights to paid rest and meal periods. Obtain a 5-minute wash-up period at the end of the shift.

C11 NEIGHBOURHOOD MAIL

Obtain proper time for the preparation and delivery of Neighbourhood Mail for both RSMCs and Urban Letter Carriers. Obtain an increase in the rate of pay for Neighbourhood Mail. Ensure RSMCs obtain a premium for oversize Neighbourhood Mail.

C12 IMPROVEMENTS FOR HEALTH AND SAFETY

Improvements to Night Recovery Leave for all employees. Obtain recognition of the rights of Social Stewards in both collective agreements. Lower the maximum weight employees required to lift or carry alone. Ensure CPC provides snow tires for corporate vehicles. Install Automated External Defibrillators (AEDs) in workplaces. Pregnant and breastfeeding employees shall be entitled to precautionary cessation of work.

C13 EXTREME WEATHER AND CLIMATE

Negotiate and develop standards for working in extreme temperatures and weather conditions. Ensure CPC provides air conditioning in corporate vehicles.

C14 ROUTE MEASUREMENT SYSTEMS

RSMC routes shall be structured based on the provisions of the Letter Carrier Route Measurement System (LCRMS) with appropriate modifications. Amend the percentage of coverage formula and its application to account for all products. LCRMS to include time values for all work tasks.

C15 SERVICE EXPANSION AND INNOVATION

Expand and improve retail and delivery services to the public by offering postal banking, check-in services, prescription medication delivery, internet access, and electric vehicle charging stations, among others. Restore and expand door-to-door delivery. Negotiate a moratorium on post office closures.

C16 GREEN CANADA POST OPERATIONS AND REDUCE EMISSIONS WITH NEW SERVICES

Require CPC to take measures to reduce its environmental footprint, initiate new environmental services and negotiate joint environmental sustainability committees. Ensure employees do not bear the costs of measures to reduce Greenhouse Gas Emissions.

C17 JOB RETENTION

Contract in all work that CUPW members can perform with no contracting out of work.

C18 TECHNOLOGICAL CHANGE AND AUTOMATION

Improve Article 29 (Urban) and Article 35 (RSMC) to better protect against technological change. Recognize the deletion of positions as an adverse effect on employees and the Union. Ensure no job loss due to automation, robotization, or the introduction of artificial intelligence.

C19 MEASUREMENT AND SURVEILLANCE

Improve Article 41 (Urban) and Article 30 (RSMC) to include protections against any type of electronic monitoring, including telematics, artificial intelligence, front-facing vehicle cam-

eras, and hand-tracking technologies. Prohibit CPC from collecting employees' biometric data. Prohibit the use of private security cameras as a way to gather evidence in support of disciplinary measures.

C20 ARTICLE 20 (URBAN) AND ARTICLE 36 (RSMC)

Improve Article 20 (Urban) and Article 36 (RSMC), including the addition of paid sick leave with no reduction of personal days.

C21 LABOUR CODE EQUITY

Improve Special Leave provisions, including Bereavement Leave. Obtain paid Special Leave for survivors of domestic violence in line with, or better than, the *Canada Labour Code*. Improve the Protection Against Harassment provisions.

C22 SENIORITY

Employees accepting regular or interim managerial positions to immediately lose their seniority.

C23 ACCESS TO INFORMATION

Include in the collective agreements the obligation of CPC to provide the union with all information necessary for the enforcement of the collective agreement, such as information on issues related to staffing, Maximo, mail volumes, payments and finances, work measurement systems, and health and safety.

C24 CHILD CARE FUND

Increase the Child Care Fund.

C25 UNIFORMS

Improve uniform entitlements and the quality of uniforms. Improve the boot and glove allowance.

C26 VACATION LEAVES

Improve Vacation Leave and include Quarantine Leave under Vacation Leave displacement for both units.

C27 MAINTAIN CONTRACT PROVISIONS

Ensure that all dates in the collective agreement are updated to ensure that all provisions continue to apply until the expiry of the collective agreements.

Urban Operations Specific Demands

U1 SEPARATE SORT AND DELIVERY (SSD)

Negotiate the end of CPC's SSD project. Ensure all job tasks removed from letter carriers under SSD, including obtaining, sorting, and preparing mail, are returned to them. Ensure that letter carriers carry out the tasks of obtaining, sorting, and preparing mail on their own routes, except in cases agreed to by the Union and CPC.

U2 WAGE ADJUSTMENTS AND ALLOWANCES

Obtain a wage adjustment for all technical services employees to align compensation with fair market value.

U3 GROUPS 3 AND 4

Obtain training for all technical services employees on any new technology. Strengthen Article 15.29 to allow technical services employees to have adequate opportunity to accept overtime. Ensure any changes to the Maximo system are negotiated prior to their introduction by CPC. Develop and introduce an apprenticeship program within the VHE09 classification.

U4 BLACK OUT PERIODS

Eliminate Black Out periods from Vacation Leave schedules.

U5 TEMPORARY EMPLOYEES

Improve the rights and benefits of Temporary Employees under Article 44.

RSMC Specific Demands

R1 CORPORATE VEHICLES

CPC shall provide an appropriate corporate vehicle for all employees, prioritizing employees who request, while providing insurance, a process, and protections for the transition period such as but not limited to providing roadside assistance for work related vehicle problems.

R2 ENSURE RSMCS ARE PAID AN HOURLY WAGE FOR ALL HOURS WORKED

Equalize the hourly compensation of Permanent Relief Employees (PREs) and On Call Relief Employees (OCREs) with that of Urban Relief Letter Carriers. Ensure that there will be no recovery of alleged overpayment in relation to the annualized total of PCIs.

R3 ON CALL RELIEF EMPLOYEES (OCRE)

Improve the rights and benefits of On Call Relief Employees.

R4 UNION BOOK-OFF TIME

Equalize RSMC Union book-off provisions with those of the Urban Collective Agreement.

R5 DISCIPLINE

Amend Article 10 Discharge and Discipline in line with Article 10 of the Urban Collective Agreement.

R6 DUTY TO ACCOMMODATE

Negotiate a Work Reintegration Program for employees with a disability in line with Article 54 of the Urban Collective Agreement.

R7 COMPENSATORY TIME

Once RSMCs have obtained an hourly rate of pay, obtain Compensatory Time provisions in line with Article 15.32 of the Urban Collective Agreement.

R8 WORK AND LIFE BALANCE

Negotiate Work and Life Balance provisions in line with Appendix "LL" of the Urban Collective Agreement.

R9 PARENTAL RIGHTS

Negotiate leave without pay for the care of pre-school age children in line with Article 23.09 of the Urban Collective Agreement.

R10 OTHER LEAVES OF ABSENCES

Negotiate other leaves of absences in line with Article 27 of the Urban Collective Agreement.

R11 VACATION LEAVE

Negotiate Vacation Leave provisions in line with Articles 19.05 and 19.06 of the Urban Collective Agreement.

National Executive Board Recommendation: Urban Operations Demands

The National Executive Board recommends unanimously to the membership of the Urban Operations Unit to vote YES to the National Program of Demands:

- Because all postal workers require a wage increase to deal with the rising cost of living;
- Because all workers deserve full job security;
- Because temporary and part-time workers should have the right to obtain full-time positions;
- Because there is a great need to improve working conditions and reduce overburdening including SSD and other Canada Post-mandated work changes;
- Because technology should improve working conditions, not eliminate jobs;
- Because Canada Post must set an example as an environmental and sustainable energy leader;
- Because Canada Post needs to expand revenue-generating services such as postal banking and senior check-ins;
- Because the health and wellbeing of our members is important, sick days and special leave should be in line with, or better than, the *Canada Labour Code*;
- Because Canada Post must provide all necessary information to the Union to enable the enforcement of the collective agreement;
- Because delivery services should be expanded along with maintaining postal services in local communities and ending contracting out.

National Executive Board Recommendation: RSMC Demands

The National Executive Board recommends unanimously to the membership of the RSMC Unit to vote YES to the National Program of Demands:

- Because all postal workers deserve to be treated as equals;
- Because RSMCs deserve equality with urban workers in terms of wages, rights, benefits, job security and health and safety protections;
- Because RSMCs deserve to have guaranteed hours and be paid for all hours worked including overtime;
- Because CPC must provide corporate vehicles to RSMCs;
- Because PREs and OCREs require wage increases and improved working conditions;
- Because Canada Post must set an example as an environmental and sustainable energy leader;
- Because Canada Post needs to expand revenue-generating services such as postal banking and senior check-ins;
- Because the health and wellbeing of our members is important, sick days and special leave should be in line with, or better than, the *Canada Labour Code*;
- Because RSMC routes must have a proper evaluation and restructure system similar to that of the Letter Carrier Route Measurement System (LCRMS) with appropriate modifications;
- Because Canada Post must provide all necessary information to the Union to enable the enforcement of the collective agreement.

One Bargaining Unit

- In 2018, Arbitrator Flynn ruled that Rural and Suburban Mail Carriers perform work of equal value to Urban letter carriers and that a wage gap existed between the two groups. Since then, CUPW has worked hard to not only achieve pay equity, but full equality with regards to benefits and working conditions. For years, the Urban and RSMC units have collectively bargained together for two different agreements. This still allows Canada Post to pit one bargaining unit against the other.
- A question we've asked ourselves over the years is whether the two largest bargaining units should merge into one. The one way to confront the divide-and-conquer bargaining strategy of Canada Post is for us to unite.

The National Executive Board is looking to the membership for direction on this question:

Should the bargaining committees adopt, as part of this program of demands, a merger of the Urban Operations and the Rural and Suburban Mail Carriers bargaining units?

Get involved!
**Attend your local
ratification meeting**



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