

Bulletin #16

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NEGOTIATIONS: UPDATE

It has now been just over six months since the Union started bargaining with Canada Post.

As always, trying to address all the issues our members face is taking time. The longer bargaining continues, the easier it is for rumours and misinformation to start spreading on the workfloor and on social media. Much of the gossip starts with management. Don't fall into the trap!

Remember: The Union is your best source of accurate information about Negotiations.

We will continue to put out regular bulletins to keep members informed.

Bargaining is a time to be vigilant but not alarmed. We would like to clear the air and make sure members know that the Union is staying put at the bargaining table. **We have every intention of reaching a negotiated settlement.**

Acquiring the Right to Strike or Lockout: What Does it Take?

The *Canada Labour Code* sets out many conditions that must be met before either the Union or the Employer can use the right to strike or lockout. Bargaining can take many months, if not more. There is no time limit to bargaining.

A "countdown" only starts once one party thinks an agreement cannot be reached and submits a "Notice of dispute" to the Minister of Labour.

After this, the following countdown begins:

- (1) The Minister has 15 days to appoint a conciliator to help the parties reach an agreement.
- (2) The conciliation process may last a maximum of 60 days, unless both parties agree to extend it.
- (3) 21 days after the end of the conciliation process, the union obtains the right to strike, and the employer, the right to lockout. To exercise this right, a 72-hour notice to the other party and the Minister of Labour must be provided.

As you can see, we are very far from being in a strike or lockout position.

The CUPW Negotiators continue to bargain in good faith with Canada Post. They are committed to achieving a negotiated agreement that meets our members' needs.

To get updates on Negotiations and other Union news directly to your inbox, sign up for eDigest, at:

<https://www.cupw.ca/en/cupw-edigest>.

In Solidarity,



Jan Simpson
National President

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