



END OF CONCILIATION: WHAT HAPPENS NOW?

Bargaining with Canada Post has never been easy, and this latest round of negotiations is no different. CUPW came to the table with reasonable demands to improve the lives of postal workers and the public – today and in the future – and the Corporation has dragged its feet, only presenting a wage offer almost a year into bargaining

The Union filed a notice of dispute August 2, triggering the beginning of the conciliation process with Canada Post. Conciliators were appointed on August 12, which triggered a 60-day clock for CUPW and Canada Post to work with the conciliators to reach negotiated collective agreements for the Urban Operations and Rural Suburban Mail Carriers (RSMC) bargaining units. On September 25, Canada Post presented inadequate Global Offers for both bargaining units. On October 7, CUPW responded with our own Global Offers. As of today, we are still without new contracts.

The conciliation period ended **October 12**, in accordance with the *Canada Labour Code*.

“Cooling off” Period

Now that conciliation has ended, a “cooling off” period has begun which will last three weeks before a strike or lockout is allowed under the *Canada Labour Code*.

The Minister of Labour has appointed two mediators to continue helping the parties reach negotiated settlements during the “cooling off” period, which will end November 2.

This means, that as of 12:01 am November 3, 2024, the Union will have the right to strike, and the employer, the right to lock us out.

This is of course contingent on the membership voting in favour of strike action. Strike votes continue until October 20, and we urge all members to send a message to Canada Post: we will not be intimidated, we deserve respect, and we are ready to take job action to get what we deserve.

Negotiated Collective Agreements

We want negotiated collective agreements that meet the needs of members and expand the public postal service to meet the growing needs of the public.

With the help of the mediators, the Negotiators will continue making every effort to reach negotiated settlements with CPC at the bargaining table.

Our Solidarity

Now more than ever, solidarity is key. Let’s proudly show our solidarity and tell Canada Post to negotiate now.

In Solidarity,

Jan Simpson
National President

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