



NEGOTIATIONS UPDATE: CUPW PRESENTS NEW PROPOSALS TO CANADA POST

This afternoon, December 9, the Urban and Rural and Suburban Mail Carriers Negotiations Committees met directly with Canada Post to present revised proposals in response to the Corporation's latest proposals.

With our nationwide strike now in its 4th week, we have waited far too long for Canada Post to bargain in good faith. True progress requires meaningful engagement, not surface-level proposals, or new demands that derail progress.

Our latest proposals include member demands – forwarded from our Locals across the country and voted on by each bargaining unit – that address the issues postal workers need resolved so that we can all get back to work. None of us want to be on the picket line, but we cannot continue with management steamrolling workers with random ideas they have to change work rules and impact our safety. We call on Canada Post to seriously consider our proposals and recognize that they reflect the value of its workforce.

Combined Demands

- Wage increases: 9%, 4%, 3%, 3%
- Cost of Living Allowance
- 10 medical days in addition to the 7 personal days in the collective agreement
- Increase short-term disability payments to 80% of regular wages
- Improved rights for Temporary Workers and OCREs

RSMC Offer

- All hours worked over the assessed time paid daily at appropriate rate
- Maximize and maintain 8-hour routes whenever possible
- Standard processes to cover all absences
- Improved job security rights
- Corporate vehicles for routes with 200+ RMBs and on routes with \$2,500 or less in yearly vehicle expenses

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Urban Offer

- No SSD on foot routes
- Improved staffing in Group 1, including more full-time
- No contracting out of bargaining unit work
- Minimum 20-hour schedule for all part-time employees
- Improved ratio for relief complement
- Job Security
- Improved protections against technological change
- Vehicle mechanic (VHE9) apprenticeship program

Once again, the Committees thank all members for your actions and support from the picket lines. We know it hasn't been easy and that everyone wants a collective agreement they can say "yes" to. Your Negotiators are working hard to get an agreement members can ratify, we need Canada Post to meet us there.

Remember, we are 55,000 strong, and together we are unstoppable!

In solidarity,



Jan Simpson
National President

