



## NEGOTIATIONS UPDATE: ADVANCING NEGOTIATIONS

In our most recent proposals to Canada Post, the Union addressed many issues the Employer had first brought to the bargaining table. Far from trying to “widen the gap in negotiations,” the Union’s intention is to help the parties come to negotiated agreements. CUPW wants nothing more than for its members to have good collective agreements, with their rights protected.

### 15.08 Overtime

- The Union agreed to allow the Employer to take potential 15.08 overtime from route holders and assign work at straight time to unassigned relief and part-timers on extension. This is a cost savings to CPC.

### Relief Complement

- The Union agreed to a combined relief complement to cover vacation and other absences. All depots will have a minimum “base” relief of 22% of the full-time assignments. In place of bar charts, there will be a new method to calculate additional relief that will account for all absences on a quarterly basis. This will allow for greater coverage of absences at straight time and less 17.04 overtime. This is another cost savings to CPC.

### Peak Period

- The Union agreed to extend the length of the Peak Period and allow Canada Post to start training Peak Period temporary employees beginning in October.

### Groups 3 and 4

- The Union agreed to allow employees in the MAM 10 and 11 classifications to transfer voluntarily into the ELE-3 classification, while maintaining their current salary scale.

### Conversion of RSMC Permanent Relief Employee to Permanent Flex Employee

- The Union agreed to convert all RSMC Permanent Relief Employees (PRE) to Permanent Flex Employees (PFE). PFE will be guaranteed a minimum of 20 scheduled hours per week but can be assigned to work up to 40. PFE will mainly cover absences, but they will also be able to work weekend parcel delivery assignments.

This is a sample, not a complete list, of the proposals the Union made to the Employer to bring the parties closer to negotiated agreements. We will provide further details in the upcoming days.

Your Negotiators thank all members for their support on the picket lines. Without it, we could not have gotten this far!

In solidarity,

Jan Simpson  
National President

