



NEGOTIATIONS UPDATES: NEXT STEPS

The Canada Industrial Relations Board (CIRB) ordered postal workers to return to work December 17, 2024, in a clear violation of our Charter rights. We want to praise all postal workers across the country who made huge sacrifices, holding strong on picket lines for good jobs, fair wages, and a strong public post office.

We have waited far too long for our issues to be resolved, in collective bargaining but, once again, the government has stepped in, tipping the scales in the Employer's favour. Their interference will make us wait longer and add other issues to the table. Even as we take part in the next steps of the process ordered by the Minister of Labour, we will not stand down. The Union has already made it clear that we consider the Minister's section 107 directive an illegal breach of our *Charter* rights, and we will fight it at the CIRB and in the courts.

Next Steps: Industrial Inquiry Commission

As part of his directive to the CIRB, the Minister of Labour has appointed an "Industrial Inquiry Commission" under section 108 of the *Canada Labour Code*. The Minister has appointed William Kaplan to lead this commission.

The commission will have a broad mandate. It will:

- Review the issues that prevented the Union and Employer from reaching negotiated agreements;
- Make recommendations about how to amend the collective agreements;
- Make recommendations about "any other changes" to be made;
- Make recommendations about "the structures, rights and responsibilities" of the Union and Employer in collective bargaining.

The issues raised about changes to the structure of Canada Post will turn negotiations even more adversarial. The commissioner's report is due May 15, 2025, one week before the revised expiry date of our current Urban and RSMC collective agreements.

The Union's Negotiators have scheduled meetings with Commissioner Kaplan to begin working on this process. In the coming months, we will provide members with regular updates about the Commission.

Our Struggle Continues

Once again, postal workers' *Charter*-protected rights to collective bargaining and to strike have been trampled on.

In the face of yet another abuse of government power, postal workers will stand strong and continue to fight to get the good negotiated collective agreements they deserve.

In solidarity,

Jan Simpson
National President

