

December 20, 2024

## Violations of the collective agreement upon return to work

Hello all, hope you are well,

We spoke with National Labour Relations this morning about reported violations of the collective agreement and here is where we stand for now:

- They confirmed that there is no 15.08 or overtime ban in place. They said it was managed as usual and that some locations have very low volumes of mail. With the consistency of reports coming from across the country, we ask that you remain vigilant and grieve any situations where work is available and members would be entitled to overtime and were refused said overtime. We will be looking to file a national grievance on numerous violations of the collective agreement after December 17<sup>th</sup> (from November 15<sup>th</sup> to December 16<sup>th</sup> is already covered by a national grievance)
- They confirmed that they had everybody rebid on long term assignments as their position is that the collective agreement is not in effect from November 15<sup>th</sup> to December 17<sup>th</sup>. I have advised them that we disagreed with that position.
- They also confirmed that STDP was not available for employees from November 15<sup>th</sup> to December 17<sup>th</sup>. We asked them if our members who are still ill and fit the eligibility criteria after December 17<sup>th</sup> would have access. They will come back to us on that one.

We are hearing about multiple situations that could constitute violations of the collective agreement and are engaging with CPC at the national level to sort this all out. We will let you know when we have more answers to communicate.

In Solidarity,



Carl Girouard  
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