

Negotiations



cupw•sttp

Canadian Union of Postal Workers, urban operations

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Status at the bargaining table

We're still working towards achieving a collective agreement by the end of the month. This bulletin will outline the language we have signed, the issues Canada Post has dropped and the major demands left unresolved as of yesterday.

Signed off language

The union and the corporation have signed new language on many issues including:

- Safety watchers for high-risk maintenance work;
- Definition of full time student in the extended health care plan changed to remove an exclusion for students who are paid to attend a school;
- Continuation of premium holiday for the optional hospital expense benefit;
- Alberta dental fee guide to apply;
- For groups 3 and 4, definition of week will be from Sunday to Saturday (14.04);
- Definition of a vacation year (19.01) and vacation leave schedule (19.14) changed to last Sunday in March or the first Sunday in April and 19.10 (e) removed;
- Compensatory time for group 2 members will automatically be carried to the next year unless a member requests payment (15.32);
- Leave without pay for compassionate care and long-term elder care;
- Temporary workers' vacation pay has been changed to bring it in line with part time workers (44.23);
- Ten per cent maximum for recovery of overpayment; employees to be provided with reasons for the recovery (35.06);
- Ratio has been changed to one in seven flex part time positions in the Appendix S Parcel Model;
- Additional union observers present for the volume count during letter carrier route restructures; and
- Uniforms for PO4 parcel support incorporated in Article 34.

Issues Canada Post has dropped

Canada Post has dropped a number of

regressive proposals from the bargaining table including:

- Thirty per cent part time for staff in retail,
- One-month freeze of PO4 parcel support transfers,
- New ways to distribute overtime in parcel loops,
- Time certainty for discussion of new LCRMS standards,
- Mandatory complaint stage for grievances,
- Employee recognition programs such as dinners and raffles,
- Night recovery leave buyout,
- Certified sick leave review by third party,
- Elimination of five-minute wash-up periods,
- Elimination of the end of route travel time,
- Elimination of vehicle inspection time,
- Time certainty on delivery of oversized householders, and
- Changes to definition of technological change (29).

* All signed language and dropped language is contingent on CUPW and Canada Post coming to an agreement by January 31.

Important issues need to be resolved

There has been some movement on important issues at the bargaining table but a number of key issues remain outstanding like householders, contracting in, monetary issues, job security, longevity pay, internal staffing, seniority and shift and weekend premiums.

The union needs to see progress on these issues in the coming days if we are to reach a settlement before January 31. Stay updated on developments at the negotiating table on our website at www.cupw-sttp.org and watch for bulletins in the workplace.

Solidarity,

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CUPW Chief Negotiator

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