



Negotiations

Canadian Union of Postal Workers, urban operations

January 24, 2007

Bulletin no. 25

Significant developments in negotiations

The union has made some progress on important issues during the past 24 hours. We have an agreement on job security and there are signs of progress on householders, shift premiums, retail and Appendix GG.

Job security

The union has just signed a change to article 53 that will give all regular employees hired as of September 1, 2007 full job security. This means new employees hired in the months between when the collective agreement is signed and September 1 will have the 40 km protection under article 53. In the past, only those employees on strength the date the collective agreement was signed were covered by this provision. This represents a historic breakthrough for postal workers.

Canada Post has not met the staffing ratio in Appendix P that requires 78% of Group 1 employees to be full-time. Therefore, the corporation will have to hire a minimum of 182 new employees in the coming months. The timing is perfect.

Time values for householders

Canada Post negotiators informed the union at the delivery table yesterday they are prepared to agree to an increase in time values for householders. While Canada Post's initial offer was inadequate, representing an average of less than a minute per route, it was the first time during these negotiations they have shown a willingness to increase time values for householders. This is a good sign. But the union was clear the initial offer was not sufficient. CUPW believes time values are crucial in dealing with the health and safety concerns tied to overburdening of letter carriers.

The union has refused Canada Post's demand to increase the dimensions of householders that we are required to deliver. The employer wants us to deliver 12" x 12" x 1" flyers. We are waiting for a more reasonable proposal from Canada Post.

The delivery table is very close to resolving demands on carts, compulsory overtime and time certainties for verifications of over assessed routes.

Protection for retail outlets

The union is still negotiating with Canada Post to have a greater number of retail outlets protected under Appendix I of the collective agreement. Right now 483 retail outlets are protected from closure. However, there are currently 544 retail outlets. The union wants more of these outlets to have Appendix I protection.

Shift premiums

There has also been some movement on shift premiums. Canada Post has offered an increase in the premiums of 10¢ per hour for evening shift and 12¢ per hour for night and weekend shifts. In Canada Post's global offer they refused to increase premiums for night shift workers.

Employee benefit project

Today Canada Post offered to maintain and continue funding the employee benefit project in Appendix GG for the next four years. This union-management committee has worked with the Canadian College of Naturopathic Medicine to conduct some ground breaking studies on the value of massage therapy, acupuncture and naturopathic remedies to address health issues such as stress and lower back pain.

The union is hopeful that language on other significant issues will be signed off soon. Keep updated on progress at the bargaining table by reading bulletins on workplace bulletin boards or on our website at www.cupw-sttp.org. Seven days remain until our January 31 deadline. The struggle continues.

Solidarity,



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CUPW Chief Negotiator
2005-2008 / Bulletin no. 198

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