



cupw•sttp

# Negotiations

Canadian Union of Postal Workers, urban operations

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## Steady movement at the bargaining table

Today CUPW negotiators are trying to resolve any demands where we are close to an agreement so we can focus our energy on the major issues still in dispute.

### Movement

The union has tabled language that divides Appendix T projects on service expansion into two lists. One list has mandatory projects, which aim to create jobs and expand service and the other has optional projects the parties may agree to carry out. This will ensure Appendix T gets used effectively during the life of the collective agreement. Canada Post will be proposing several mandatory projects as well.

Canada Post has agreed to provide the union with any existing health and safety studies on new technologies prior to their introduction. We are awaiting language to this effect. The corporation has also increased the amount they will contribute to a sign language DVD version of the collective agreement for deaf and hard of hearing members to \$100,000 from \$80,000.

In addition, the union is very close to an agreement with Canada Post on lead hand job descriptions. This should help define the role of lead hands and help alleviate problems of overwork.

### New signed off language

The union has signed off language that ensures part-time Group 2 workers covering a full-time assignment will get the same rest period allowance as a regular full-time worker.

### Dropped from bargaining

Canada Post has dropped several regressive proposals to:

- Eliminate the right to grieve sick leave interviews,
- Fill vacant bilingual wicket positions with employees who have been tested for language proficiency rather than by seniority and retest incumbents in these positions every five years,
- Allow supervisors to perform bargaining unit work on an incidental basis, and
- Superimpose vacation schedules without it having to be included in the bar charts.

### Major issues still unresolved

Canada Post is still pushing its demand to substitute a real wage increase with the Corporate Team Incentive. They are still insisting on a drug formulary that would determine which new drugs are covered under the extended health care plan. The union strongly opposes the CTI and is investigating the drug formulary.

The union hopes to work on some key issues such as wages, householders, contracting-in, shift and weekend premiums, longevity pay, internal staffing and seniority this weekend. Stay up-to-date by reading bulletins on the CUPW website at [www.cupw-sttp.org](http://www.cupw-sttp.org) or by checking the bulletin board in your workplace.

Solidarity,



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CUPW Chief Negotiator  
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