



Negotiations

Canadian Union of Postal Workers, urban operations

January 28, 2007

Bulletin no. 28

Solid advances in negotiations

The union has signed new language and negotiated some improvements throughout the weekend on equality, group 3 and 4 issues and benefits.

Equality

New signed language will allow employees who wish to better communicate with their deaf or hard-of-hearing co-workers to apply for reimbursement of registration fees from sign language courses through the corporation's Tuition Reimbursement Guidelines. Moreover, Canada Post has signed language that they will contribute \$100,000 to a sign language DVD version of the collective agreement for deaf and hard of hearing members.

The language on human rights and workplace conflict training has also been signed with minor changes. The mandate of the Joint National Human Rights Advisory Committee has been expanded to include employment equity and effort will be made to have representatives from equity seeking groups on the committee.

Meal period for group 2

The union has agreed to Canada Post's proposal that motorized letter carriers without passengers choose their own meal location (48.04). These carriers will receive a three-minute travel time allowance. If any motorized letter carrier has trouble finding a suitable location within three minutes, the actual time to travel to a suitable location will be provided.

The union has also agreed to extend the window in which the half hour meal period may be taken for letter carriers on foot, motorized mail courier passengers and mail mobile letter carrier passengers (14.05). The meal period will begin four hours after the start time of the route, rather than four and a half hours. The amendment does not fundamentally alter the way in which routes are structured. Canada Post has provided the union with a letter stating that a maximum of 100 routes can be affected.

Progress on group 3 and 4 issues

CUPW negotiators are still trying to reach an agreement with Canada Post on Group 3 and 4 issues. Canada Post has agreed to move MAM 10 members with certificates from training courses to the PST8 classification (same wage level as MAM 11s). The union is negotiating a reality-based test for MAM 10 members without certificates who want to move to the PST 8 level as well.

Benefits

Canada Post has offered to increase paramedical coverage for podiatrists, osteopaths and chiropractors to \$500 from \$400. The amount covered for acupuncture, naturopathy and speech therapy would be increased to \$600 from \$400. The maximum for massage therapy would remain at \$400. Canada Post has said their offer is contingent on the union agreeing to several of Canada Post's other benefits demands.

The corporation has also signed language stating it will continue paying 70% of the British Columbia and Alberta provincial health care premiums. The union has maintained the right to challenge the corporation's position on Ontario premiums in court.

The parties have also signed language on Appendix GG, the employee benefit project, with a \$300,000 budget and Canada Post's health risk prevention program.

Several days remain before our deadline for a negotiated settlement. We will continue to work on the remaining issues in the coming days. Keep up-to-date by reading bulletins on our website at www.cupw-sttp.org or on workplace bulletin boards.

Solidarity,



Pat Bertrand
CUPW Chief Negotiator
2005-2008 / Bulletin no. 202

ljf cope 225

Protecting our jobs and public postal service

377 Bank Street, Ottawa, Ontario K2P 1Y3 • tel. (613) 236-7238 • fax (613) 563-7861 • www.cupw-sttp.org