



# Negotiations

Canadian Union of Postal Workers, urban operations

January 30, 2007

Bulletin no. 29 Amended

## Signed off collective agreement language

*\* Amended version – changes are underlined*

The union has been working hard during the past weeks to sign off language where there is agreement. We've reported on individual articles in previous bulletins, but here's a summary of everything that has been signed off so far.

### **Signed off language**

- **Clear language:** A union-management committee to work on making the collective agreement more clear and user-friendly;
- **Carts:** Letter carriers will be able to deliver mail using carts; this will not affect route restructures or assessments;
- **Limits on compulsory overtime:** Letter carriers who work more than one hour overtime on their own route at least three days per week over a period of 20 working days will receive assistance until the overtime situation is resolved; language also addresses family and other commitments that might prevent an employee from working overtime on their own route (15.08);
- **Employee benefit project:** Appendix GG, the employee benefit project, renewed with \$300,000;
- **Health risk prevention program:** A program to maintain or improve the health and well being of employees;
- **Protection against harassment:** National directors and the national union will receive quarterly summary reports including the number, type and status of complaints (Article 56);
- **Human rights and workplace conflict training:** Mandate of the Joint National Human Rights Advisory Committee (Appendix HH) expanded to include employment equity and effort made to have representatives from equity seeking groups on the committee;
- **Provincial premiums:** Seventy per cent of provincial health care premiums will continue to be paid in British Columbia and Alberta; the union maintains the right to challenge the corporation's position on Ontario premiums in court;
- **Rest period allowance:** Part-time Group 2 workers covering a full-time assignment will get the same rest period allowance as a regular full-time worker;
- **Verifications of over assessed routes:** Canada Post to perform route verifications within three months of a request; if volume counts are required, July, August and December will be excluded from the calculation of three months (Article 50);
- **Sign language DVD version of collective agreement:** Canada Post will contribute \$100,000 to a sign language DVD version of the collective agreement for deaf and hard of hearing members;
- **Interpreters for deaf and hard of hearing members:** Deaf or hard-of-hearing employees can request an independent sign or oral language interpreter for formal training (5.04);
- **Sign language course:** Employees who wish to better communicate with their deaf or hard-of-hearing co-workers can apply

.../2

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- for reimbursement of registration fees for sign language courses through the corporation's Tuition Reimbursement Guidelines (5.04);
- **Job security:** All regular employees on strength at the signing of the collective agreement and new regular employees hired as of September 1 to have full job security, including 40 km protection under Article 53;
  - **Window for meal period:** Extend by half an hour the meal period window for letter carriers on foot, motorized mail courier passengers and mail mobile letter carrier passengers; maximum of 100 routes affected (14.05);
  - **Meal location:** Motorized letter carriers without passengers can choose their own meal location and will receive a three-minute travel time allowance to do so or more time if required (48.04);
  - **Off loading trucks in parcel model:** MSCs, PO4s, PO4 parcel support, and PO5s who currently perform the work, can off load trucks as part of the Appendix S parcel model;
  - **Safety watchers:** CUPW members performing high-risk maintenance work will have a qualified "safety watcher" looking out for them;
  - **Definition of full time student:** Under extended health care plan, the definition of full time student is changed to remove an exclusion for students who are paid to attend a school;
  - **Premium holiday:** Continuation of premium holiday for the optional hospital expense benefit;
  - **Alberta dental fee guide:** Insurer will again use the Alberta dental fee guide rather than the British Columbia fee guide to determine recommended rates for dental work;
  - **Definition of work week:** For Groups 3 and 4, the definition of week will now be from Sunday to Saturday (14.04);
  - **Definition of a vacation year** (19.01 and 19.14): The definition of vacation year will be changed to last Sunday in March or the first Sunday in April;
  - **Compensatory time:** Compensatory time for Group 2 members will automatically be carried to the next year unless a member requests payment (15.32);
  - **Compassionate care and long-term elder care:** Leave without pay for compassionate care and long-term elder care (Article 27);
  - **Temporary workers' vacation pay:** Changed to bring it in line with part-time workers (44.23);
  - **Recovery of overpayment:** Ten per cent maximum for recovery of overpayment; employees to be provided with reasons for the recovery (35.06);
  - **Parcel model ratio:** Changed to one in seven flex part-time positions in the Appendix S Parcel Model;
  - **Union observers:** Additional union observers present for all or part of the volume count phase of letter carrier route restructures, to be paid by the local union (47.03);
  - **Uniforms:** PO4 parcel support uniforms incorporated into Article 34.

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

Some key issues remain outstanding in bargaining including the education fund, childcare fund, corporate team incentive, wages, householders, contracting-in, shift and weekend premiums, longevity pay, internal staffing, picket line protection and seniority. The union will continue to work toward an agreement by January 31.

Solidarity,



Pat Bertrand  
CUPW Chief Negotiator

2005-2008 / Bulletin no. 203

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