



Negotiations

Canadian Union of Postal Workers, urban operations

January 31, 2007

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Deadline approaches

The deadline for a negotiated settlement is at midnight tonight. Both parties are in discussions to resolve the outstanding issues. CUPW negotiators expect another global offer from Canada Post at some point today. In these final hours, we will see how committed Canada Post is to achieving an agreement.

Resolved demands

The parties have signed language on several outstanding issues in the past 24 hours.

Structure of Joint Health and Safety

Committees: The parties have signed language agreeing to change the structure of Joint Health and Safety Committees to comply with Part II of the *Canada Labour Code* (clause 33.03).

Workplaces with:

- More than 149 employees shall have a Local Joint Health and Safety Committee made up of three union representatives and three management representatives.
- More than 19 but fewer than 150 employees must have a Local Joint Health and Safety Committee made up of two union representatives and two management representatives.
- Fewer than 20 employees shall have one health and safety representative appointed by management and one appointed by the union.

The parties may agree to establish other local committees. Joint Health and Safety Committees must hold meetings at least nine times a year and every part of the workplace must be inspected at least once a year. Where union health and safety representatives and management cannot resolve a problem, they may agree to bring in the services of an impartial and qualified outside safety expert. Where a committee is unable to resolve a problem, the matter will be sent to regional consultation before being sent to the National Joint Health and Safety Committee.

Tests for promotion in Groups 3 and 4: The union has signed new language that states the corporation will continue to consult with CUPW about the development of standardized tests for

promotion within Groups 3 and 4. The parties will also discuss incorporating Canada Post's equipment and technology into these tests.

MAM 10s getting paid at the PST 8 level: The parties have signed new language stating that MAM 10 employees who have successfully completed a technical program equivalent to 1,600 hours of training in a mechanical discipline or who hold a certificate in certain licensed trades can get paid at the PST 8 level (same wage level as MAM 11s). MAM 10 employees can also get paid at this level if they can demonstrate that they possess equivalent skills and knowledge. Employees would have to pass an evaluation by a third party on skills and knowledge applicable to Canada Post's equipment and technology. These tests will be developed under Appendix T. If employees are not successful in the testing, they can request to be retested after two years.

Quebec Parental Insurance Plan: The article on parental rights was signed with a new reference to the *Quebec Parental Insurance Plan* (Article 23). Employees who reside in Québec will receive benefits under the *Québec Parental Insurance Plan*, rather than the *Employment Insurance Act*.

Hours remain until deadline

We will continue to keep you informed of progress at the bargaining table. Outstanding issues include the education fund, service expansion (Appendix T), the childcare fund, wages, time values for householders, contracting-in, shift and weekend premiums, longevity pay, internal staffing, picket line protection and seniority. For more information, please check our website at www.cupw-sttp.org or your workplace bulletin board.

Solidarity,



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