



Negotiations

Canadian Union of Postal Workers, urban operations

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Canada Post's proposal: It doesn't measure up

The deadline for an agreement has come and gone. Canada Post brought forward a verbal offer on outstanding issues. We are disappointed with the movement Canada Post has made tonight but are still determined to make a final effort to reach an agreement. The corporation has only offered modest time values for householders and has still not dropped their demand for the corporate team incentive (CTI) or their demand to allow CUPW members to be acting supervisors without loss of seniority.

We need more

The union has demanded more time values for householders to address the overburdening of letter carriers. In tonight's proposal, Canada Post negotiators stated they would not offer any more time values for admail. The union has made it clear this is not acceptable.

The union is encouraging all members to wear "Real Wage Increases! No CTI!" stickers (distributed to locals) because Canada Post has obviously not gotten the point. The union has made it clear we want money from the CTI to go toward a real wage increase. We are not interested in meeting Canada Post's arbitrary performance goals. Canada Post has also refused the union's demand for a one-time 50 ¢ bump up for Group 3 and 4 workers.

Canada Post will not drop their language on maintaining seniority for CUPW members who transfer to management positions and then back into our bargaining unit (clause 11.07). This has to change. In addition, the parties have not reached agreement on the number of retail outlets to be protected from closure under Appendix I.

The parties are also discussing Canada Post's proposal for a controlled drug formulary,

which would assess new drugs for efficacy, safety and cost. Any excluded drugs would still be available with a note from the member's doctor. However, the corporation has only offered 75% coverage of drugs. Right now, most of the drugs in our plan are covered at the 80% level. The union is unwilling to consider less.

Some movement

Canada Post did move on several demands. They have agreed to several projects under Appendix T including corporate retail renewal, commercial customer business centres, building maintenance and monotainer repair.

We are awaiting a letter that should waive the time limit for disability insurance for members whose workers' compensation claims are refused.

The corporation also offered an increase from their original proposal for evening, night and weekend shift premiums. The original offer was 10¢ per hour for evening shift and 12¢ per hour for night and weekend shifts.

The path ahead

Currently, there are about eight major issues separating the parties. We have to settle these before we can reach an agreement. The National Executive Board will meet tomorrow morning to discuss the proposal and determine whether any further progress can be made. If not, we will begin preparations for a strike vote.

Solidarity,



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CUPW Chief Negotiator
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