



Negotiations

Canadian Union of Postal Workers, urban operations

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Little time, big issues remain

The urban operations collective agreement expired yesterday. The parties have been moving closer to an agreement today on the outstanding issues. The union still needs to see more movement from Canada Post if we are to reach an agreement without a strike vote. The parties are still talking and continue to make some progress.

Pension surplus letter

Canada Post has provided the union with a letter stating they will not make any decision, such as an employer contribution holiday, on the use of any pension surplus relating to the portion attributable to CUPW represented employees. The corporation will be permitted to recover the special payments it made into the pension to fund the solvency deficit, which has existed since October 2000.

Lead hands

The parties have agreed on language for a new lead hand job description. Lead hands will also receive an hourly wage increase that is 51 ¢ above the postal clerk rate. The new wage rate and job description will take effect on the date the new collective agreement is signed. All employees who are now lead hands will remain in their positions. They will be able to bid out of the lead hand position in the future in accordance with the collective agreement. Other employees may apply for lead hand positions according to the provisions of the collective agreement.

The new job description was developed after consultation with lead hands across the union and more accurately reflects their day to day duties and responsibilities than the current job descriptions, which have been in place since 1985.

Reimbursement of workers compensation payments

Some postal workers have had to face huge financial burdens when their workers compensation claims were denied and they were required to reimburse the wages that they received from Canada Post. The corporation has provided the union with a letter stating they will formally request that the time requirements under the Disability Insurance Plan be waived in cases where an employee's workers compensation claim is denied. This means the member's financial liability will be drastically reduced.

Dropped from the table

Canada Post has agreed to drop the attendance recognition program, which would have given bonus payments to employees who did not use much sick leave. Canada Post also dropped its demand to refresh the list of arbitrators, which would allow each party to remove one arbitrator from the list each year.

Final moves needed

Before any agreement can be reached, the union needs to see more time values for householders, seniority calculated from first day of hire, more money for the education fund, improved longevity pay, more retail outlets protected from closure and a real wage increase. This weekend, all CUPW local presidents from across the country will attend a meeting in Toronto. Your negotiating committee will also be there to discuss issues from the bargaining table. The union will begin preparations for a strike vote if we don't see real progress soon.

Solidarity,



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