



Negotiations

Canadian Union of Postal Workers, urban operations

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Membership to decide: NEB endorses agreement in principle

The National Executive Board (NEB) has endorsed an agreement in principle with Canada Post for a new collective agreement to cover the 48,000 members of the urban operations unit.

The decision of the NEB was taken after Canada Post Corporation made some significant changes and clarifications to the final offer they presented on February 2, especially on the issues of internal staffing and the corporate team incentive (CTI).

Although we continue to have reservations about the CTI, the majority of the NEB believes the agreement in principle contains so many positive improvements that it must be put to the membership for a vote.

In a democratic union like CUPW, it is up to the membership to decide.

We think this is a good agreement. We think you should have the right to vote on it. Here are just some of the reasons why.

Top ten reasons why the agreement should go to a vote

- 1. More money in members' pockets**
 - A wage increase above the rate of inflation, above wage increases negotiated by other Canada Post bargaining units and above the average collective agreement being signed in Canada,
 - Increased premiums for weekend, evening and night shift workers,
 - More money for householders.
- 2. Better benefits**
 - Reimbursement of drugs at 80%,
 - Improved paramedical coverage,
 - Increased vision and hearing benefits including coverage for laser eye surgery.
- 3. Improved job security**
- 4. Enhanced health and safety protections**
 - Improved duty to accommodate provision,
 - Access to carts for letter carriers,
 - More time values for householders.
- 5. Better staffing**
 - Positions to be created in Grade 7 to 9 offices,

- New job description for lead hands.
- 6. Seniority calculated from first date of hire if no break in service**
 - 7. Preservation and improvement of public postal service**
 - A list of mandatory service expansion projects under Appendix T including some new retail outlets,
 - More retail outlets protected from closure under Appendix I.
 - 8. Improved equality**
 - Money for production of sign language DVD version of collective agreement,
 - Coverage of fees for employees to take sign language courses,
 - Inclusion of employment equity under Joint National Human Rights Advisory Committee.
 - 9. More money for child care fund**
 - 10. Better work rules**
 - Faster verifications for over assessed routes,
 - Better protections against compulsory overtime.

The NEB's recommendation will be put to a vote by secret ballot as soon as the proper materials, including a complete draft of the tentative collective agreement, are available. Voting will take place at ratification meetings held locally.

We will send a summary of the complete agreement in principle later. More information on what this agreement means for you will be available in the coming days. Updates and more information will be available on our website at www.cupw-sttp.org or your workplace bulletin board.

Solidarity,



Deborah Bourque
CUPW National President
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