

# Negotiations

Canadian Union of Postal Workers, urban operations

February 9, 2007

Bulletin no. 38

## Agreement in principle: Wages and the CTI

The wage increases included in the agreement in principle are as follows:

	Groups	
	1 and 2	3 and 4
February 1, 2007	\$0.54	\$0.54
February 1, 2008	\$0.56	\$0.56
February 1, 2009	\$0.63	\$0.94
February 1, 2010	\$0.65	\$0.65
<b>Total Increase:</b>	<b>\$2.38</b>	<b>\$2.69</b>

### Facts on the Corporate Team Incentive (CTI)

Many members and activists have questions and concerns about the CTI. Here's what we know:

**Measures only national performance:** The CTI is based solely on the measurement of the corporation's national performance, not individual work performance or the performance of a work complement or facility.

**Same CTI for all CUPW employees:** All eligible CUPW members will be paid out at the same percentage of their regular wages. A mail handler in Saskatoon will receive the same amount as a mail handler in Halifax.

**Four targets:** The CTI is based on the corporation's performance in four categories: customer value index, financial performance, delivery service and employee engagement.

**Unpredictable:** The CTI will pay out 3% of regular earnings if the targets are met at 100%. If the targets are surpassed the CTI will pay more than 3%. If the targets are not met the payout will be less than 3%. Management reserves the right not to pay out any CTI if profits are low. You cannot plan your financial future on the CTI.

**Lump sum:** The CTI is a lump sum and not cumulative like a wage increase.

**Pensionable earnings:** The CTI is pensionable. Employees on leave without pay will be able to buy back the CTI portion of their pensionable earnings.

### CUPW and the CTI

On January 19, 2007, CUPW issued a bulletin explaining our reservations about the CTI. We explained that we did not want the CTI to be a substitute for a real wage increase and that we were concerned the CTI might encourage bad behaviour such as workers coming into work when they are sick. We also stated that there is no guarantee the CTI will pay out any money.

Our concern that the CTI might be a substitute for a real wage increase disappeared when Canada Post increased their wage offer. The current agreement in principle contains wage increases that are above the rate of inflation, above wage increases negotiated by other Canada Post bargaining units and above the increases in the average collective agreement being signed in Canada.

We still have serious reservations about the CTI. We only agreed to the incentive because it was necessary to get an otherwise excellent collective agreement. We have made it very clear to management that the union will continue to oppose their "quality of worklife" programs.

We will not allow management to use the CTI to pressure members to come into work when they are sick. We will not allow the CTI to cause tensions in the workplace and pit member against member. We will not allow the CTI to force members to work harder to make up for inadequate staffing.

To support our efforts the union will develop more effective education programs and grievance arbitration strategies to deal with these problems.

This agreement contains real gains and improvements for the membership, despite the inclusion of the CTI. Watch for more information about these improvements in the coming days.

Solidarity,



Pat Bertrand  
CUPW Chief Negotiator  
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