



# Negotiations

cupw•sttp

Canadian Union of Postal Workers, urban operations

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Bulletin no. 40

## Agreement in principle: More money for postal workers

The agreement in principle endorsed by the National Executive Board gets more money into members' pockets with increases in wages, premiums, benefit coverage and householder money. All wage and premium increases are retroactive to February 1, 2007.

### Wages

|                  | PO4 & Letter Carrier hourly wage rate (\$) | MAM 11/PST 8 hourly wage rate (\$) |
|------------------|--|------------------------------------|
| Currently        | 21.77                                      | 24.71                              |
| February 1, 2007 | 22.31                                      | 25.25                              |
| February 1, 2008 | 22.87                                      | 25.81                              |
| February 1, 2009 | 23.50                                      | 26.75                              |
| February 1, 2010 | 24.15                                      | 27.40                              |

Groups 1 and 2 will receive 54 ¢ extra per hour in the first year, 56 ¢ in the second year, 63 ¢ in the third year and 65 ¢ in the final year of the collective agreement. Groups 3 and 4 will receive 54 ¢, 56 ¢, 94 ¢ and 65 ¢ increases per hour. For the vast majority of members, this equals a 10.9% increase over four years.

This wage increase is higher than the national inflation rate, which is currently at 1.6%, and higher than the other Canada Post bargaining units have received.

The cost of living allowance will provide full protection for the wage increases that occur in the final three years of the agreement.

### Evening, night and weekend shift premiums

|                 | Evening shift workers (\$/hour) | Night and weekend shift workers (\$/hour) |
|-----------------|---------------------------------|---|
| Current premium | 0.95                            | 1.15                                      |
| New premium     | 1.15                            | 1.40                                      |

Increased premiums for evening, night and weekend shift workers are included in the agreement in principle. Evening shift workers will receive a 20 ¢ increase per hour. Night and weekend shift workers will receive a 25 ¢ per hour increase. That's a 21% increase. The last time premiums were increased was in 1988 for internal workers and 1992 for external workers.

### Lead Hands

Retail lead hands will receive an hourly wage increase that is 51 ¢ above the postal clerk rate.

### Groups 3 and 4

Group 3 and 4 members have felt for a long time that their wages should be increased. With this agreement, they will receive a one-time 31¢ bump up in the third year of the tentative agreement to a 94 ¢ increase per hour. The last time there was a special bump up for Groups 3 and 4 was August 1, 2000. That increase was 50 ¢.

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MAM 10s will receive the PST 8 wage rate if they have completed a technical program equal to 1,600 hours of training or hold a certificate in certain licensed trades (same wage level as MAM 11s). MAM 10s who pass an evaluation by a third party on skills and knowledge applicable to Canada Post will also qualify for this wage rate increase.

By the end of this agreement, MAM 10s who get paid at the PST 8 wage rate will earn \$27.40 instead of \$24.03 per hour.

### Householders

The current piece rate letter carriers will be paid to deliver householders will increase by 0.3 ¢ for all dimensions for the remainder of this year. That is approximately \$5 million extra in letter carriers' pockets in the first year.

Rate increases for new householder dimensions will come into effect January 1, 2008.

| Householder width | Householder weight (g) | Rate (¢) |
|-------------------|------------------------|----------|
| 6" or under       | 115 or under           | 2.3      |
| 6" to 9"          | 115 or under           | 3        |
| 6" or under       | 115 to 230             | 4        |
| 6" to 9"          | 115 to 230             | 5        |

### Benefits

There are many improvements to the benefit plan in this agreement.

Coverage for podiatrists and osteopaths will increase to \$500 from \$400 – that's a 25% increase. Acupuncture and naturopathy coverage will increase to \$600 from \$400 – that's a 50% increase. Speech therapy will increase to \$600 from \$500 – that's a 20% increase.

The vision care coverage will increase to a total benefit of \$620 over four years. A one-time

extra \$300 will be added toward laser eye surgery over the four-year period. Coverage for hearing aids will be increased by \$150.

All drugs used in 2007 will be covered effective January 1, 2008 at 80%. New drugs will be subject to an exception process. Some drugs will automatically be covered at 80%. Other drugs will be excluded if they fail to meet tests for efficacy, safety and cost. To get reimbursement for an excluded drug, members first have to try one drug that is already covered by the plan. Afterward, members' doctors can fill in a simple form recommending treatment using an excluded drug. The excluded drug will then be covered at 80% after a 48-hour approval process. Watch for a separate bulletin on the new drug formulary.

Postal workers will receive a real wage increase alongside increases in premiums, householder money and benefit coverage. We will provide more in depth information on the agreement in principle in the coming weeks. Check our website at [www.cupw-sttp.org](http://www.cupw-sttp.org) or your workplace bulletin board for updates.

Solidarity,



Pat Bertrand  
CUPW Chief Negotiator  
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Correction of bulletin no. 39: -The employer will waive the time limits to permit employees to access disability insurance if their WCB claim is *overturned on appeal*.