



# Negotiations

Canadian Union of Postal Workers, urban operations

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## NEB Votes to Recommend Tentative Agreement

Today the National Executive Board (NEB) voted to recommend a tentative agreement to the membership of the CUPW Urban Postal Operations Unit. The vote of the NEB was tied – seven in favour, seven opposed and one abstention – with the National President breaking the tie in favour of recommending the tentative agreement.

No one can take the results of the upcoming ratification vote for granted. Every member's vote will be important.

### The Sequence of Events: Past and Future

Whatever the result of the ratification vote, we will not have to wait a long time before we have a new collective agreement. When we began negotiations in October 2006 the NEB agreed on the need to negotiate a new collective agreement early in 2007. There was no disagreement on the decision to apply for conciliation in early January.

Under the *Canada Labour Code*, the conciliation process may last a maximum of 60 days. After the report of the conciliators there is a 21 day lag and then the parties obtain the right to strike or lock-out and the collective agreement is no longer valid. This means the union will be in a position to strike no later than April 18, 2007 no matter what delay tactics management uses. This holds true unless a federal election is called.

### The Options for CUPW

The tentative collective agreement is now being prepared for printing so all members can see all of the changes prior to the ratification process. As soon as the draft agreement is ready, we will hold votes at local ratification meetings. If the majority of the membership supports the recommendation of the NEB, we will have a new collective

agreement. If a majority votes against, we will go back to the bargaining table. If Canada Post refuses to improve its offer, we will go to the membership to obtain a strike mandate.

### The Options for Canada Post

If the membership rejects the tentative collective agreement, we don't know what the employer will do. The corporation has said the CTI is a strike issue. They have also indicated that they may put all or some of their rollbacks back on the table and withdraw the gains. We have no way of predicting with any certainty what their response will be.

### A democratic debate

Every member of the urban operations bargaining unit will get to have their say. Every member will have the opportunity to hear a presentation about the gains that have been made in this tentative agreement. Every member will have to decide. That's democracy. What's important is that we have an honest and open debate and make informed decisions.

Please check your union bulletin boards or the union website at [www.cupw-sttp.org](http://www.cupw-sttp.org) in the coming weeks for more information about this agreement. Attend your local ratification meeting and exercise your right to vote on the tentative agreement.

Solidarity,



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CUPW National President

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