




Negotiations

Canadian Union of Postal Workers, urban operations

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Tentative agreement: A good deal for letter carriers

In this tentative agreement, we addressed many concerns of letter carriers related to overburdening. We negotiated that route verifications take place within three months of a request, increased time values and money will be offered for householders, carts will be available on request and letter carriers will receive assistance to deal with compulsory overtime.

The biggest complaint we heard from letter carriers is that they are overburdened. Householders were singled out as a major cause of overburdening. This agreement contains improvements designed to ease overburdening and protect the health and safety of letter carriers. These improvements will not be instant but over the life of the new collective agreement.

Householders: Letter carriers will get more time values for householders with this agreement. Time values reduce the length of letter carrier routes and create new full-time jobs. In total, we estimate over one hundred full-time jobs will be created just with the time values for relay and preparation.

Letter carriers will receive relay stop values if a route averages more than 1,600 householder pieces per week. They will receive an additional one-minute per day for each set over three per week if a route has 900 points of call or more. Routes that will benefit the most have a high number of points of call or many sets of householders. These new values will be added to routes each April and September. If the additional values cause a route to be assessed at 495 minutes or more, restructures or adjustments will be required. It will be important for the union to make sure that these adjustments or restructures occur in a timely manner. The more pro-active the local union is, the sooner new jobs will be created.

Letter carriers who deliver householders will also receive more money. The current piece rate letter carriers are paid to deliver householders will increase by 0.3 ¢ for all dimensions.

The tentative agreement also changes the acceptable dimensions and per piece rates for householders. The maximum length of householders has been reduced to 12". The width has been increased to 9". The thickness and weight limits will remain the same. If a letter carrier gets two sets per week of the larger householders, they will receive additional time values per piece and all larger householders will be paid at a higher rate. These changes will take effect January 1, 2008.

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

We will develop spreadsheets for each depot across the country that will attempt to show the anticipated improvements in time values for individual routes as well as totals for the depot. We will use the most accurate data that is currently available for the spreadsheets.

Faster verifications: The improvements to Article 50 will force Canada Post to complete verifications of over assessed routes within three months of a request. If volume counts are required, July, August and December will be excluded from the calculation of three months.

Protecting our jobs and public postal service

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Carts: Another very important gain for overburdened letter carriers is the availability of carts to deliver mail. This will give letter carriers the choice of whether they want to use a cart on any given day. The study to select the best cart is critical to ensure we have a cart design that works for the majority of letter carriers. One day of practical training on the use of carts will be given to all new letter carriers – this will show them the many advantages of using carts. It is time Canada Post catches up with the rest of the world when it comes to the use of carts. In many post offices around the world, carts are widely used and accepted as an invaluable tool to deliver mail safely and effectively.

Other Changes for Letter Carriers: The window for the meal period for letter carriers on foot routes has been changed from 4½ to 5 hours after the start of their shift to 4 to 5 hours. This will allow for some additional letter carriers to have their meal break in the depot before starting delivery. This change will allow for some part-time business routes to be converted to full-time.

Motorized letter carriers without passengers will now be able to choose the location for their meal on route. They will get three minutes of travel time unless there is no suitable meal location available within three minutes of their line of travel during the meal period window (between three and five hours after the start of the shift). Any motorized letter carrier taking passengers to lunch will get actual travel time.

We were successful in renewing Appendix CC which prevents the employer from making changes to the Letter Carrier Route Measurement System manual or the Mail Service Courier Work Structuring System manual. This appendix is critical in preventing Canada Post from arbitrarily increasing the workload for letter carriers or MSCs. This appendix was a strike issue in 1997.

Compulsory overtime:

Language in a new appendix gives letter carriers protection against compulsory overtime. Letter carriers who work more than one-hour overtime on their own route at least three days per week over a period of 20 working days will receive assistance until the overtime situation is resolved. The amount of assistance given will equal the average amount of overtime a letter carrier works each day during the 20-day period. This assistance will be provided by extending part-time, unassigned or relief letter carrier voluntary overtime or by using temporary employees. Forced overtime will not be used to provide this assistance. The new language also addresses family and other commitments that might prevent an employee from working overtime on their own route.

We believe these are important gains for letter carriers. More information on the tentative agreement will be distributed in the coming weeks. Check your workplace bulletin board or the CUPW website at www.cupw-sttp.org for updates on how this agreement affects you.

Solidarity,



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