

Negotiations

Canadian Union of Postal Workers, urban operations

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Tentative Agreement: Seniority

The tentative agreement provides that the seniority of regular employees will be calculated based on the first date of hire in the bargaining unit as an employee of Canada Post or the Post Office Department for those hired prior to October 16, 1981.

The new seniority rules will put an end to the injustices suffered by members whose days, months, and even years of work at Canada Post prior to becoming a regular employee were not being recognized.

Referendum

During the referendum vote on seniority held in September 2006, members gave the National Executive Board and the negotiating committee a clear mandate (80%) to negotiate a change in the calculation of seniority to ensure it is based on the first day of work at Canada Post. The struggle was not easy, but we were successful.

Transition Period

If the tentative agreement is ratified, within 20 days following the signing of the collective agreement, regular employees will receive a letter, confirming their seniority date. The date will be based on their first date of hire, provided they have not had a break in their employment relationship of more than nine and a half (9 1/2) months prior to becoming a regular employee. A steering committee with representatives from both parties will review cases involving errors or omissions.

The entire process will be clearly defined in the draft collective agreement that will be provided to you prior to the ratification vote. You can also download the draft agreement at any time from the CUPW national website, www.cupw-sttp.org.

All new employees will automatically have their seniority as a regular employee start at their first date of hire in the bargaining unit.

Implementation

The new seniority rules will take effect six months following the signing of the collective agreement.

It's up to you!

This is a major victory for all CUPW members, especially temporary workers. Since the early days of the labour movement, workers have waged major battles to have their seniority recognized. Seniority is what makes the difference between being treated fairly or arbitrarily. Only seniority allows for genuine recognition of employees' rights.

It's now up to you. Make your voice heard at ratification meetings.

Solidarity,



Pat Bertrand
CUPW Chief Negotiator
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