



June 22, 2021

## Discussions on Collective Agreement Renewal

The National Executive Board would like to thank and congratulate all members who participated in the pre-negotiation regional conferences held during recent weeks. In all regions the discussion and debates at both the Urban and RSMC meetings was conducted in the spirit of solidarity and mutual respect.

### Canada Post Approaches CUPW

While the regional conferences were occurring senior Canada Post management approached the National Executive Board with a proposal to renew the current collective agreements for a two-year period. Their initial proposal was only a wage increase of 2% in each year and the remainder of the collective agreement would be status quo. They expressed concerns about introducing financial services during an uncertain period. In support of their proposal management stated that they believed the uncertainty of mail volumes and CPC's financial situation which was increased due to COVID related expenses in the immediate post-pandemic period would make negotiations difficult.

### CUPW's Considerations

The National Executive Board has considered CPC's proposal from several perspectives. We recognize that there is no certainty with respect to both the economic situation and the collective bargaining climate that will exist in the upcoming years. Significantly we are aware of CPC's actions to expand its financial services and develop new community hubs which could increase and diversify the Corporations revenues and provide jobs for postal workers and needed services for the public. We realize that not all-important issues impacting the members can be addressed in this context. The Union needed assurance that there would be the opportunity to address outstanding issues during the next two years.

These are certainly unusual times; as we continue to safely navigate through a global pandemic and its impacts on workers and at the

same time our employer is proposing to implement new financial services, something CUPW has fought in favour of for decades.

### Discussions Are Continuing

We have replied to CPC and detailed our proposals on important issues that would need to be addressed in order for us to consider their proposal. In addition, we have informed the corporation that given the uncertainty with respect to future price inflation we require that any wage increase be protected by a Cost-of-Living Allowance (COLA).

### The Membership Will Decide

The National Constitution provides that any agreement to change a collective agreement will be the subject of a national referendum of the membership. Ultimately the memberships of both the RSMC and Urban Operations will have their say on any agreements reached with the employer.

### Stay Informed

Details of the discussions with management will be made available as soon as developments occur.

In solidarity,



Jan Simpson  
National President

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