

*Bulletin #13**April 4, 2016*

## THE CORPORATION APPLIED FOR CONCILIATION

On April 4, 2016, Canada Post filed two distinct “Notices of Dispute” with the Federal Mediation and Conciliation Service and the Minister of Labour, MaryAnn Mihychuk. The employer is therefore asking the Minister to designate a conciliator to help resolve the bargaining impasse between the parties, both for the urban and rural units.

The clock has started...

Under the *Canada Labour Code*, once an application for conciliation has been filed, the following countdown begins:

- 1) Within fifteen (15) days, the Minister designates a conciliator;
- 2) The conciliation process may last a maximum of sixty (60) days, unless the parties agree to extend it;
- 3) Twenty-one (21) days after the end of this period of sixty (60) days, or twenty-one (21) days after the conciliator submits a report to the Minister (a report can be submitted before the end of the 60-day period), the Union obtains the right to strike, and the employer, the right to lockout.

**Therefore, we could be in a position to strike or be locked out by the employer  
in ninety-six (96) days from now (i.e. July 9), or even earlier.**

Let's prepare ourselves...

While our goal remains to negotiate a collective agreement without a strike, we must still prepare for it. We are facing an employer who is demanding many significant rollbacks and who is refusing to take our demands into consideration.

Working together, in solidarity, we will succeed in convincing the employer of the merits of our demands. Tell management in your workplaces that you care about your demands and that they must immediately put an end to their attacks.

***Stay informed and participate in union actions.***

***Solidarity will be crucial for your future.***



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Chief Negotiator – Rural Unit

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