

ROLLBACKS – WHERE DID THEY GO?

When Canada Post first presented its proposals to us in January, there was nothing but rollback after rollback and attacks on our pension plan. In the 8 months that followed, we pushed back hard and said that we would not accept rollbacks. We pushed for Canada Post to negotiate based on our demands. In the end, we have two tentative collective agreements without rollbacks and we protected our defined benefit pension plan for all current and future members of the plan.

CPC Rollbacks

There were so many rollbacks on the table when we started this round that it is difficult to list them all. Here are some of the major ones:

- 1) Put an end to our defined benefit and indexed pension plan and impose a defined contribution pension for all future years of service and for new employees.
- 2) Reduce full job security and change the 40 km protection to province wide one.
- 3) More part-time and temporary employment and less Group 1 full-time jobs by reducing the Appendix “P” ratio from 78% to 72% full-time hours.
- 4) Eliminate right to access retail position based on seniority.
- 5) Reduce full-time jobs at retail by increasing allowed number of part-time positions from 10% to 30%.
- 6) Remove obligation of CPC to fill vacant positions and limit right to transfer to two times a year – Urban Bargaining Unit.
- 7) Eliminate right for stewards and grievor to investigate grievances during paid hours of work.
- 8) Impose 12 hour shifts for Groups 3 and 4 with schedules to include work every weekend.
- 9) Temporary employees to obtain work and regular position based on hours worked and not seniority.
- 10) No financial penalty when bypassed for overtime.
- 11) No obligation to find a suitable place to have lunch when motorized.
- 12) Limit transfer rights for RSMCs by imposing a 12-month freeze on the route.
- 13) 6% vacation pay reduced to 4% for temporary employees.
- 14) A worse STDP, such as a 7-day waiting period for all absences. Vacation and compensatory time cannot be used for the waiting period.
- 15) Elimination of superimposing of annual leave for Urban Group 2.

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- 16) Elimination of compensatory time.
- 17) Elimination of day in lieu.
- 18) No raises for temporary employees for the life of the collective agreement.
- 19) Eliminate paid meal period.
- 20) Eliminate 5-minute wash-up time.
- 21) Elimination of pre-retirement leave for all.
- 22) More years to get additional vacation weeks and elimination of 7th week for all.
- 23) Cap on physiotherapy and no coverage for dependents.
- 24) Increase premiums for EHCP from 5% to 25% for active employees.
- 25) Increase premiums for EHCP for retirees to between 50% and 80% depending on number of years of service.
- 26) No more indexing of long term disability insurance.
- 27) RSMC: limit number of employees on vacation at the same time.
- 28) RSMC: no vacation in November and December.

Where Did the Rollbacks Go?

Many of these rollbacks remained on the table, in some form or another, right up to the end of negotiations. The negotiating committee, the National Executive Board, every local and every member remained strong and committed to our position of no rollbacks. Each and every one of the 28 rollbacks listed above are gone. This is a major accomplishment, considering that we were negotiating with the same management team that the previous Conservative Government put in place and who acted like we were still in 2011.

Did We Get Everything We Deserved?

We entered this round of bargaining determined to make major gains for both the RSMC and Urban bargaining units and we did not get everything that we deserved. The NEB decided that because of the public review of Canada Post that it was a good strategy to accept short collective agreements. We were also able to negotiate the pay equity review process for the RSMCs. We achieved some gains and protected our defined benefit pension plan. Every member will get a retroactive pay increase and we will be able to negotiate our next collective agreements knowing the outcome of the public review. It was in this context that we achieved the tentative collective agreements that we will all be voting on soon. These are collective agreements with gains and no rollbacks.



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