

October 21, 2018

## Our Picket Line Protocol and You

Historically when CUPW has been on strike, we have entered into picket protocols to allow members of UPCE/PSAC, other unions in postal facilities, and workers such as cleaners and cafeteria staff to go to work. However, these protocols do not cover supervisors, management and other senior-level Canada Post staff.

This time around, the signed protocol does not cover members in the Canadian Postmasters and Assistants Association (CPAA) bargaining unit. They have refused to sign a protocol with CUPW.

### Why a Protocol?

Primarily, we have this protocol so that **no other workers will perform Urban Operations or RSMC bargaining unit work in the event of a lockout or strike.**

The provisions of the *Canada Labour Code* state that Employers are prohibited from suspending, discharging, or imposing any financial or other penalty, or taking other disciplinary action to employees by reason of their refusal to perform struck work.

As many of you are aware, Canada Post has had a notorious history of attempting to discipline or discharge people who refuse to cross picket lines and we need to protect their jobs. This protocol allows those workers to continue to attend work and be paid, even though we are not working. Our struggle is with Canada Post, not them.

### Need More Information?

All CUPW locals will be provided with the exact wording of the picket line protocol we have signed.

If you need more information or are uncertain of what to do, please speak to a member of your local executive.

This protocol is vital to help build solidarity and put maximum pressure on Canada Post to negotiate with us.

In Solidarity,



Mike Palecek  
National President

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