

Bulletin #113

June 13, 2024

Standardized Approach for Retirements and Resignations

The Union received a notice from Canada Post on May 1, 2024, indicating its' intent to "standardize" the approach for employees who submit their notice of retirement or resignation to the Corporation.

"...once the Corporation has received a retirement or resignation notice from an employee, it will be considered final unless there are circumstances of an exceptional nature..."

The current long-standing practice permits employees who have submitted a notice to retire to rescind their retirement notice up to the date of retirement.

Canada Post is stating that the rationale for this change is due to staffing challenges. At consultation on May 15 the Union requested specific details and related data that demonstrates these supposed staffing challenges. Canada Post informed that there is no formal tracking process and has not provided any details or data to the Union.

The Union suggested that the only staffing challenges that exist is convincing Canada Post to fill a vacancy once an employee retires or resigns.

Canada Post's only justification for this change is to "standardize" the framework for an employee who wishes to rescind or change their resignation or retirement across all regions.

Canada Post could not provide specific details as to what "...circumstances of an exceptional nature" are. This certainly falls short of meaningful consultation.

The Union stated repeatedly to Canada Post that an individual's decision to retire rests solely with the individual. It is perhaps one of the biggest life decisions and Canada Post has no right to say otherwise.

The Union unequivocally disagrees with Canada Post's decision to change this long-standing practice and is reviewing its' options.

Canada Post is intent on implementing this change on June 17, 2024. As such, the Union encourages members to seek accurate information and know their rights when considering retirement or resignation.

Information on retirement can be found on CUPW's website.

<https://www.cupw.ca/en>

<https://www.cupw.ca/fr>

In Solidarity,



Terry MacDonald
National Union Representative – Consultation

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