



U R B A N R A T I F I C A T I O N V O T E

A message from the Urban Operations Committee

During this round of negotiations, the two negotiating committees, RSMC and Urban, worked together as one committee. This decision was based on our original mandate to try to achieve one collective agreement for both units. We would like to share some thoughts about this process and the tentative agreement that you are being asked to vote on. The members of the committee had to face an employer that refused to seriously negotiate with us. This went on for months. We had many important

demands that we had to attempt to achieve. Our Union has a proud history of standing strong in the face of adversity and this round was no different. We were negotiating with the same CPC management team that orchestrated the lockout and return to work legislation in 2011 and they acted like the Harper government was still in power. Canada Post came to the table with a long list of rollbacks that attacked almost every part of our collective agreement including: pensions, retiree benefits, vacation leave, job security, benefit costs and the list goes on and on. Our employer was determined to reduce the working conditions, compensation and benefits in the Urban Ops collective agreement to the same as the RSMC agreement. In the end we have a tenta-

tive collective agreement with improvements and that has no rollbacks.

For weeks we pushed back at CPC and told them we were going to discuss our demands and not just their proposals that were full of rollbacks. We knew that CPC was after our pension plan and that was not something that we would even discuss. Since we have been in negotiations, we have seen unions in our country lose defined benefit pension plans for new employees.

We, obviously, did not get everything that we want in this collective agreement, but when you look at the big picture and the way that this round went, we were successful. We will have the opportunity to address issues like one-bundle

delivery, access to information, internal staffing and new services during the next round of bargaining which will start in less than a year. We are optimistic that there will be changes in the Canada Post Board of Directors or upper management, or both, before we head back to the bargaining table in 2017. This does not guarantee success but maybe CPC will actually come to the table willing to seriously negotiate.

The committee studied the tentative agreement thoroughly and had some very difficult discussions before we voted unanimously to recommend that the National Executive Board accept this agreement. The key factors in our decision were: protecting our defined benefit pension plan, protecting our retired

member's income by keeping the benefit premiums from increasing, maintaining full job security, preserving 493 retail counters and the fact that this is a two year deal. A two year deal puts us in a very good position for the next round of negotiations. The public review of Canada Post will be complete and we will be able to negotiate based on the recommendations of this review. The report from the Pay Equity Consultants will have been released which will be important for both the Urban and RSMC negotiations.

For all of the above reasons, your negotiating committee is unanimously recommending that you vote YES for this tentative agreement.

A message from the National Executive Board

The NEB is submitting the tentative agreement to you for your consideration because we believe that it represents an important turning point for CUPW in our struggle to maintain and improve the rights, benefits, wages and working conditions of postal workers.

In ten months of difficult bargaining we were able to beat back every rollback demanded by the employer and make some very significant improvements in benefits and work rules. Most importantly we were able to preserve the defined benefit pension plan for all current and future members. This occurred during a time when other unions have taken major losses in their pensions. We have also put in place a process which will achieve pay equity for RSMCs so that in the future CPC will never be able to use the lower pay and benefits of RSMCs to justify attacking the rights and benefits of urban postal workers.

The gains in this non-concessionary agreement could not have occurred without the tremendous mobilization of the CUPW membership. Working with our allies in other unions and the social movements we were able to stop the conversion of home delivery to CMBs and we played a significant role in the struggle to defeat the Harper Conservatives. We continued to exert pressure on the Liberal government to honour its commitments to promote pay equity and defend the middle class. There can be no doubt that it was this active mobilization of postal workers which convinced the federal government to stop CPC management from

locking us out in early July and then pressure Canada Post to negotiate a concession-free agreement which preserved our pension.

Reaching a tentative agreement also enables the current Canada Post Review to focus on its work without being distracted by the impact of a postal lock-out or strike. There can be no doubt it would be difficult for us to promote improved and expanded postal services in the middle of a major work disruption.

The tentative agreement does not address all of our demands. There are still several important issues that must be resolved. Some of these issues, such as the single bundle for letter carriers and access to information, already are being addressed through the grievance arbitration process. Other important issues will be addressed when we will be back at the bargaining table in just under one year from now.

For all of these reasons the majority of the NEB is recommending that the membership vote YES to accept the tentative collective agreement. The NEB is also recommending that all members vote YES to authorize the National Executive Board to call strike activities if necessary in the event that the tentative agreement is not accepted by the membership.

The Tentative Agreement versus CPC’s June 25 Global Offer

The Tentative Agreement	CPC’s June 25, 2016 Global Offer
Duration of Agreement <ul style="list-style-type: none">• 2 years - Expires Jan. 31, 2018.	Duration of Agreement <ul style="list-style-type: none">• 4 years – Expires Jan. 31, 2020.
Wages <ul style="list-style-type: none">• 1% in the first year, retroactive to February 1, 2016 and 1.5% in the second year, February 1, 2017.• Most employees in Groups 3 & 4 receive a \$1.00/hour bump up, effective January 1, 2017.• February 1, 2017: postal clerk/letter carrier hourly rate: \$26.60.• February 1, 2017: MAM 11 hourly rate: \$31.20.	Wages <ul style="list-style-type: none">• \$1200 (FT), \$600 (PT), \$300 (temps) lump sum (non-pensionable) in the first year and 1% in each of the next 3 years.• Most employees in Groups 3 & 4 receive a \$.50/hour bump up, effective January 1, 2017.• February 1, 2017: postal clerk/letter carrier hourly rate: \$26.21.• February 1, 2017: MAM 11 hourly rate: \$30.25.
Pension <ul style="list-style-type: none">• Current regular employees continue to receive defined benefit pension.• All new regular employees receive defined benefit pension plan.	Pension <ul style="list-style-type: none">• Current regular employees continue to receive defined benefit pension.• All new regular employees receive defined contribution pension plan.
Job Security <ul style="list-style-type: none">• All employees hired as regular employees are eligible for the 40 km protection once they have 5 years of continuous service.• No change in language relating to the staffing of vacant positions.	Job Security <ul style="list-style-type: none">• Employees hired as a regular employee prior to the date of signing eligible for 40 km protection once they have five years of continuous service. If hired as a regular employee after the date of signing, they would require 10 years of continuous service to get the 40 km protection.• Ability to hold vacant positions when a reduction in the number of positions is expected or the Corporation plans on implementing an initiative that may result in a reduction in positions
Retiree Benefits <ul style="list-style-type: none">• No increase in retiree portion of the premiums for the Extended Health Care Plan.	Retiree Benefits <ul style="list-style-type: none">• The retiree portion of the premiums for the Extended Health Care Plan would increase from 35% to 50% for employees retiring on or after January 1, 2018.
Dental Plan <ul style="list-style-type: none">• Maximum amount for major dental has been increased to an annual maximum amount payable of \$2000. Effective January 1, 2017.• Dental fee guide for the previous year shall apply on January 1 of each year.	Dental Plan <ul style="list-style-type: none">• Maximum amount for major dental has been increased to an annual maximum amount payable of \$2000. Effective January 1, 2017.• Dental fee guide for the previous year shall apply on April 1 of each year.
Extended Health Care Plan <ul style="list-style-type: none">• No change in physiotherapy coverage.• Hearing aid coverage to increase from \$500 to \$1000 for each 5 year period. Effective January 1, 2017.• Out of country travel insurance to increase from \$100,000 to \$250,000. Effective January 1, 2017.	Extended Health Care Plan <ul style="list-style-type: none">• Physiotherapy coverage reduced from unlimited to a \$1250 maximum per year.• Hearing aid coverage to increase from \$500 to \$1000 for each 5 year period. Effective January 1, 2017.• Out of country travel insurance to increase from \$100,000 to \$250,000. Effective January 1, 2017.
Paid 5-Minute Wash-up Time <ul style="list-style-type: none">• No Change	Paid 5-Minute Wash-up Time <ul style="list-style-type: none">• Eliminate the paid 5-minute wash-up time.
Parcel Delivery Model <ul style="list-style-type: none">• New model for the delivery of parcels in the mornings, evenings and on weekends. Includes the creation of a new function – Part-Time Parcel Delivery Relief (PT PDR).• This model will use mainly temporary employees at the beginning but includes a process to create regular part-time positions as the work increases.	Parcel Delivery Model <ul style="list-style-type: none">• New model for the delivery of parcels in the mornings, evenings and on weekends. Includes the creation of a new function – Part-Time Delivery Relief Employee.• This model will use mainly temporary employees at the beginning but includes a process to create regular part-time positions as the work increases.

- Only employees working in the new function (PT PDR) and in locations where the Parcel Delivery Model has been implemented will work on weekends and they are restricted to work associated with this new model.

Group 2 Staffing and Overtime

- Where the Parcel Delivery Model is not implemented there will be no change in the process used to offer weekend overtime (RDO) to Regular Group 2 employees.
- Overtime on weekends or a day of rest (RDO) will still be paid at double time.

Group 1 (Internal Staffing)

- No change in Appendix “P”.
- No change to percent of part-time employees in wickets (10%).
- Protection for the 493 retail counters remains.

Health and Safety Training

- No change to health and safety training. Still 8 hours for new employees.

Vacation and Pre-Retirement Leave

- No change. All new regular employees will still get an additional week of annual leave after each 7 years of continuous service up to a maximum of 7 weeks.
- All new regular employees will still be eligible for pre-retirement leave.

Appendix “T”

- Appendix “T” remains and includes new language to “support skills and enhancement proposals as a result of new business opportunities.”
- There is a new Appendix – “T 1” which will create a labour management relationship committee. This includes “identifying means to support employees in need.” This is a starting point for a social steward network.

Pay In Arrears (F/T Only)

- Starting in the first pay period of 2018 full-time employees will switch to a 2 week in arrears pay system. These employees will receive an advance so that there is no loss in pay. This advance will be repaid when you receive your final pay from CPC.

Unaddressed Admail

- New larger dimensions and weights and a transfer of some per piece payments to a time allowance. Effective January 15, 2018.
- The preparation of unaddressed admail shall be performed at the end of a letter carrier’s work day. Effective on the date of signing.

Compassionate Care Leave

- Increase unpaid compassionate care leave from 8 weeks to 28 weeks. This leave is paid by Employment Insurance.

Maternity Leave / Adoption Leave

- Changes to the language to reflect changes to the legislation. No change in the amount of the payment or the length of this leave.

Short-Term Disability Plan (STDP)

- Medical documents to be received within 16 days. If received after 16 days then employee would be on leave without pay until documents are received. If the claim is accepted the benefits will be retroactive to the

- Only employees working in the new function and in locations where the Parcel Delivery Model has been implemented will work on weekends and they are restricted to work associated with this new model.

Group 2 Staffing and Overtime

- Ability to use temporary employees from November 1 to February 15 to deliver parcels without offering overtime to regular Group 2 employees.
- Ability to pay an overtime rate of time and a half instead of double time for 15 weekends during the year.

Group 1 (Internal Staffing)

- Reduce the full-time ratio from 78% to 72% over the life of the collective agreement.
- Increase the percentage of part-time employees in wickets from 10% to 30%.
- Eliminate the protection for the 493 retail counters. This would allow CPC to close these offices and eliminate up to 1200 full-time jobs.

Health and Safety Training

- Reduce 8 hour in-class health and safety training to 2 hours in-class and 1.5 hours online.

Vacation and Pre-Retirement Leave

- All new regular employees would have to work longer to earn additional weeks of annual leave: 4 weeks after 10 years, 5 weeks after 18 years and six weeks after 28 years. No 7th week of annual leave.
- New regular employees will not be eligible for pre-retirement leave.

Appendix “T”

- Eliminate Appendix “T” which promotes new services and the contracting-in of work.
- Create a joint committee to promote a positive working relationship.

Pay In Arrears (F/T Only)

Starting in the first pay period of 2018 full-time employees will switch to a 2 week in arrears pay system. These employees will receive an advance so that there is no loss in pay. This advance will be repaid when you receive your final pay from CPC.

Unaddressed Admail

- New larger dimensions and weights and a transfer of some per piece payments to a time allowance. Effective January 15, 2018.
- The preparation of unaddressed admail shall be performed at the end of a letter carrier’s work day. Effective on the date of signing.

Compassionate Care Leave

- Increase unpaid compassionate care leave from 8 weeks to 28 weeks. This leave is paid by Employment Insurance.

Maternity Leave / Adoption Leave

- Changes to the language to reflect changes to the legislation. No change in the amount of the payment or the length of this leave.

Short-Term Disability Plan (STDP)

- Medical documents to be received within 14 days. If received after 14 days then employee would be on leave without pay until documents are received. If the claim is accepted the benefits will be retroactive to the

first date of the absence not including any qualifying period.

- If no agreement on selection of Independent Medical Physician (IMP) at regional level then the parties would agree on an IMP at the national level.
- Union able to provide submissions for final appeal.
- Definition of “hospitalization” and “accident” cannot be changed by CPC.

Surveillance and Individual Work Measurement

- GPS and similar tracking or localization technology will not be used to gather evidence in support of disciplinary measures unless such disciplinary measures result from the commission of a criminal act. No evidence gathered through watch or observations systems shall be admissible before an arbitrator.
- Pre-established time scales for the execution of tasks in Groups 3 and 4, such as Maximo shall not be used for disciplinary purposes.

Personal Days

- The allocation of personal days will change from January 1 of each year to July 1 of each year. There is transitional language that ensures the correct allocation of personal days in 2017.

Human Rights

- “Gender identity” has been added to clause 5.01 – Discrimination. “Gender expression” and “gender identity” have been added to clause 56.01 - Harassment

Technological Change

- The displacement allowance has been increased to \$400 or \$800 depending on the distance involved.

Union Leave

- The language in clause 26.06 was clarified to include members of the Union that are required to work on behalf of the Union at the national or regional level will remain on CPC payroll.

Cost of Living Allowance (COLA)

- The Cost of Living Allowance will trigger when the Consumer Price Index (CPI) is 2.67% above the CPI for January 2017.

Training

- Eliminate the apprenticeship program and replace it with a scholarship fund.
- Employees currently in the apprenticeship program will continue in the program.

Appendix “A” Functions

- Add the functions of part-time to letter carrier assistant (PT-LCA) and part-time mail mobile letter carrier (PT-MMLC).

first date of the absence not including any qualifying period.

- Recovery of overpayments to be made at 10% of employee’s pay in each pay period.
- If no agreement on selection of Independent Medical Physician (IMP) at regional level then the parties would alternate choices at the national level.
- No change in final appeal process.
- CPC could change definitions at any time.
- CPC able to change policy documents at any time.

Surveillance and Individual Work Measurement

- GPS and similar tracking or localization technology will not be used to gather evidence in support of disciplinary measures unless such disciplinary measures result from the commission of a criminal act. No evidence gathered through watch or observations systems shall be admissible before an arbitrator.
- Pre-established time scales for the execution of tasks in Groups 3 and 4, such as Maximo shall not be used for disciplinary purposes.

Personal Days

- The allocation of personal days will change from January 1 of each year to July 1 of each year. There is transitional language that ensures the correct allocation of personal days in 2017.

Human Rights

- “Gender identity” has been added to clause 5.01 – Discrimination. “Gender expression” and “gender identity” have been added to clause 56.01 - Harassment

Technological Change

- The displacement allowance has been increased to \$400 or \$600 depending on the distance involved.

Union Leave

- No proposed changes to this clause.

Cost of Living Allowance (COLA)

- The Cost of Living Allowance will trigger when the Consumer Price Index (CPI) is 8.0% above the CPI for January 2017.

Training

- Eliminate the apprenticeship program and replace it with a scholarship fund.
- No provisions included for the employees currently in the apprenticeship program.

Appendix “A” Functions

- Add the functions of part-time to letter carrier assistant (PT-LCA) and part-time mail mobile letter carrier (PT-MMLC).