

Bulletin #318

November 25, 2021

NO CEASE AND DESIST, BUT THE UNION WILL CONTINUE TO DEFEND MEMBERS

Arbitrator Burkett did not grant the cease and desist order against Canada Post's vaccination practice. Due to the short timeline in the implementation of the practice, the arbitrator advised the parties of his decision, and will send his reasoning and the full decision at a later date.

The arbitrator did, however, order a hearing by way of priority on the merit of CUPW's case. This will allow the Union to bring our case forward in a shorter period than the traditional National Grievance process.

CUPW is disappointed by the result, but we still feel we have a good case on the merit. The criteria to be met for the cease and desist are different than what will be considered by the arbitrator hearing the merit.

In light of the priority hearing ordered by the arbitrator, the Union will work diligently in order to get a final decision as soon as possible.

Unfortunately, we know that some of our members will be impacted by the decision and will be placed on Leave without pay after November 26, 2021. We recommend these members file individual grievances against said leave.

Remember that this vaccination practice is Canada Post's, not the Union's. This fight is with the employer and not amongst each other. No matter your personal feelings about the practice, we should always treat each other with respect, and be tolerant of each other.

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In Solidarity,



Carl Girouard
National Grievance Officer