

Bulletin #362

April 28, 2022

Arbitrator Dismisses the Grievance Against Canada Post's Mandatory Vaccination Practice

On Thursday, April 28, Arbitrator Joliffe rendered his decision on CUPW's National Grievance against Canada Post's mandatory vaccination practice. The Arbitrator ruled against CUPW and dismissed the national grievance.

In his decision, which we are currently analyzing, the Arbitrator expressed that CPC's vaccination practice "has been and continues to be a reasonable exercise of management rights and responsibilities under the collective agreement and pursuant to its obligations under the *Canada Labour Code*."

In his decision, Arbitrator Joliffe noted that the Union, in exercising our representational responsibilities, was never in agreement with the practice in its current form.

This isn't the outcome we wanted. We recognize that members will continue to face hardships due to the practice and we will continue to represent their interests as best we can in the current context. We will now take the time to analyze the decision in detail before deciding our next steps, which we will communicate with members.

Members can read the decision in its entirety in English at:

<https://www.cupw.ca/en/campaign/resources/arbitration-award-%E2%80%93-mandatory-vaccination-process-%E2%80%93-national-grievance-n00-20>.

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In Solidarity,



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National Grievance Officer

2019/2023 Bulletin #362

/fc-cope 225