



October 7, 2022

## NATIONAL GRIEVANCES: “BRAVO RECOGNITION PROGRAM”

N00-22-00004 (URBAN) / N00-22-R0004 (RSMC)

In August 2022, Canada Post consulted with CUPW to modify its employee recognition program, better known as the “Bravo Recognition Program”. During the national consultation, CUPW objected that the recognition program contained several violations of both the RSMC and Urban collective agreements. Among other things, the program violates CUPW’s right to act as the exclusive bargaining agent.

Specifically, through the Bravo Recognition Program, the employer is providing non-negotiated benefits to some workers and not others. Many of these non-negotiated benefits are tied to individual worker performance. CUPW has always maintained that benefits tied to individual performance are divisive, creating favouritism and ultimately undermining solidarity among workers.

Furthermore, CUPW would like to remind those who might find it enticing to accept, for example, a gift card or a prepaid gas card that, unlike a negotiated salary increase, a gift card or a gas card does not count towards your pensionable earnings. In other words, CUPW believes that negotiated wage increases or benefits for all the workers it represents will always be preferable to individual awards.

However, it should be noted that CUPW is not opposed to recognition awards such as those related to years of service (e.g.: pins for every 5 years of service or a watch after 25 years). Indeed, this is a form of recognition to which all workers will be entitled at some point in their career at Canada Post and is in no way linked to individual worker productivity.

Therefore, in light of the above, CUPW has seen fit to file two national grievances (N00-22-00004 for the Urban Unit and N00-22-R0004 for the RSMCs) denouncing the changes to the employee recognition program, better known as the “Bravo Recognition Program”.

We therefore invite you to send your Local any relevant information related to the Bravo Recognition Program in your workplace.

In Solidarity,

Sylvain Sicotte  
National Union Representative  
Grievance and Arbitration

