

November 21, 2023

## RESULTS OF THE VOTE

After holding ratification votes in Winnipeg on November 3<sup>rd</sup>, and in Saskatoon on November 15<sup>th</sup>, the results are in!

Winnipeg Unit Vote	Saskatoon Unit Vote
<b>94% In Favour</b>	<b>100% In Favour</b>

Some highlights of the agreement include:

- Employee wage and vacation increases;
- Benchmark increase at ratification plus 2.5% annually;
- Signing bonus of \$1,750.00 to be paid in two increments;
- O/O Annual retention Bonus (stat pay) increased to \$1,468, to be paid at the end of each year;
- Safety clothing allowance of \$350 annually;
- Minimum per piece base rate for E-commerce increased to \$2.16. Will increase by 2.5 percent annually.

The Negotiation Committee would like to thank all of the membership for your patience during this difficult round of negotiations. The parties will now work on updating the Collective Agreement and signing off on the changes. The Company will provide updated copies to the membership once this process is complete.

There is still work to be done to ensure the Company follows the language in the Collective Agreement, but this deal provides a good foundation on which to hold the Company accountable.

In Solidarity,

CUPW Negotiation Committee  
Lana Smidt  
Dave Lambert  
Dave Phillips  
Raman Bath  
Judy King

[LS/sc.cope225](#)