

May 11, 2021

ENVIRONMENTAL ACTION PLAN: UPDATE

CUPW has been working with Canada Post on developing an Environmental Action Plan. Canada Post has expressed willingness to collaborate with CUPW and representatives from other bargaining agents to develop a strong environmental strategy for Canada Post Corporation.

Though progress has been made in developing a collaborative Environmental Action Plan, we also cannot overlook some recent unilateral actions by Canada Post.

CPC's Unilateral Actions

On April 22, 2021, Canada Post made an Earth Day announcement and introduced one of the programs from the Environmental Action Plan, and another program not mentioned in the Plan – the Sustainability Action Fund, and Green Teams. Despite Canada Post's expressed willingness to collaborate with the Union, the Earth Day Announcement came as a total surprise to CUPW. The Union had no opportunity to provide input to the development of these programs. It is unclear to us how either of these programs would contribute to creating a more sustainable corporation.

The Corporation's actions contradicted commitments made by management, and the decision of Arbitrator MacPherson that CPC should work with the bargaining units to determine the strategy going forward to determine the environmental path forward for Canada Post.

Our Campaign Continues

CUPW has previously raised our concerns with Canada Post on the lack of real collaboration. We have asked for Canada Post to publish a statement of apology acknowledging its failure

to live up to its commitments to work collaboratively.

We will not let any unilateral action by management stop us from promoting an environmentally sustainable postal service. Through our *Delivering Community Power* campaign we will continue to promote our comprehensive plan to make Canada Post an environmental leader providing high quality, necessary services to the public.

We are serious about tackling climate change and reducing greenhouse gases while protecting jobs and delivering on services that our communities need and want. We will not be compliant accessories to the release of more greenhouse gases into the atmosphere, to the detriment of future generations.

CUPW will provide guidance to members on how to move forward as we continue to work closely with other unions to solidify union participation in the development of the Environmental Action Plan and all of its components.

Solidarity,



Julie Sanderson
1st National Vice-President



Dave Bleakney
2nd National Vice-President

2019-2023 — Bulletin #262

//dn cope 225