

cupw•sttp 2017-2018

Negotiations

Urban Postal and RSMC

October 3, 2018

Bulletin # 042

URBAN - CPC COUNTER PROPOSAL

Your negotiating committee has now had an opportunity to review and analyse the latest global offer that we received from Canada Post on October 3 in the afternoon.

In an attempt to jumpstart these negotiations, Canada Post withdrew some of its rollbacks that were in the September 7 global offer. Canada Post has made some very small movements towards addressing our key priorities, however, we have a long way to go to achieve a negotiated collective agreement.

Duration

Canada Post is proposing a four-year collective agreement starting February 1, 2018.

Wages

CPC proposes a 1.5% wage increase for each year of the collective agreement, starting February 1, 2018.

Temporary employees to progress to the next pay increment when they reach 1000 hours worked in a fiscal year.

Extended Health Care Plan

Physiotherapy – if any employee exceeds \$5000 per year in physiotherapy treatments they must provide a new prescription.

Life Insurance and Death Benefit

Maintain basic life insurance and Canada Post death benefit for eligible retirees only.

Vacation Leave and Pre-Retirement Leave

Canada Post has withdrawn its unannounced rollbacks on vacation leave and pre-retirement leave for new regular employees.

Peak Season

The right to use additional temporary employees during the period of November to January. These temporary employees would be utilized as acting part-time relief letter carriers and would be assigned work prior to full-time and part-time letter carriers getting voluntary overtime.

Letter Carrier Route Updates

CPC proposes to update the volumes of lettermail and Personal Contact Items (PCIs) once per year. The update will be based on the Mail Volume Index and PCI index, for parcels and packets, for the previous 12 months. This is a complex proposal and more discussions with Canada Post are required.

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Letter Carrier Overburdening

Canada Post is proposing to agree to the Appendix AA study that the Union suggested to develop solutions to ensure that letter carriers aren't carrying excessive volumes and weight on foot routes or park and loops.

Canada Post did not propose a solution to the multiple bundle delivery method or the Mail Volume Index and Percentage of Coverage. However, Canada Post proposed that the Union agree to resolve certain aspects of the multiple bundle grievance, without allowing for the sortation of sequenced mail.

Neighbourhood Mail (NM)

The Corporation submits a proposal aimed at clarifying what was negotiated in the last round regarding the collation of NM for centralized points of call. More clarification is required to understand this proposal.

Service Expansion – Appendix “T”

CPC is proposing a selected set of new financial services. No commitment on what these services might be or when they could be implemented.

Environmental Services

CPC proposed to work together with the Union to develop environmental strategies and a review of all aspects including fleet, buildings, products and services. No firm commitments on frequency of meetings with the Union nor commitment on reaching objectives.

Diversity and Employment Equity Committee

The parties agree to a joint workplace diversity and employment equity committee.

Job Security – Still Conditional

CPC proposes 40 km protection for all regular employees as of the date of signing. This is a complex proposal and more discussions with Canada Post are required. This is conditional on the Union agreeing to Canada Post's proposal to hold Group 2 vacant positions in specific circumstances; when CPC knows there will be a reduction in positions or when they anticipate having surplus employees. There is no limit as to how long they could hold these vacancies and use temporary employees to cover these positions.

Group 1 (Internal) Staffing – Appendix “P”

Very complex proposal on the creation of full-time positions. Included in this proposal is the creation of full-time flex positions that can be scheduled to work a minimum of 4 hours per day and a maximum of 12 hours per day. Part-time employees can be required to work up to 12 hours per day. Much additional discussion is required with Canada Post to fully understand this proposal.

Temporary Employees Availability

The Corporation is proposing a pilot to test a model of employee declared availability for Group 1 and Group 2. The employees must be available at least three days per week which must include either a Monday or a Friday.

Groups 3 & 4

Canada Post is proposing new wage charts for Groups 3 and 4 (Technical Services), attempting to combine the different classifications into new classifications. Some clarification is required on the proposal as it relates to wages and lead hand differential.

Pension Plan

CPC did not propose any changes to the pension plan during the life of the collective agreement. They are, however, proposing to review and “find solutions” to the sustainability of our pension plan, short, medium and long-term, based on a study that CPC sponsored.

Now What?

The National Executive Board will be meeting Thursday morning to determine the next steps while the negotiating committee is meeting with CPC to get clarification on these proposals. Several important issues have not been addressed. There has been some movement on a few issues but we have a long way to go. Obviously this does not constitute a basis for settlement.

This Still Doesn't Do It!

In Solidarity,



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