

PERSPECTIVE MAGAZINE

Urban Postal Operations and RSMC

VOTE YES

Protect Our Future and Expand Postal Services

- ✓ A Steady Wage Increase
- ✓ Zero Concessions
- ✓ Stability in an Uncertain Environment
- ✓ Financial Services
- ✓ Economic Recovery
- ✓ Job Protection



VOTE **YES** TO PROTECT OUR FUTURE AND EXPAND POSTAL SERVICES

Over the last 18 months, we've faced some of the biggest challenges of our lives. As the world slowly begins to reopen post-COVID-19, it's important to remember that the pandemic isn't over yet, and that so much remains uncertain.

You deserve some stability in these unpredictable times, and the confidence that your job is secure today, and in the future. When Canada Post approached us about extending the collective agreements for the Urban Operations Unit and Rural and Suburban Mail Carriers, the National Executive Board knew it had a responsibility to take a look at what we could accomplish to help members now.

The tentative collective agreement extensions address important issues for all RSMCs and Urban postal workers. No one can predict what the economic situation will be in 2022. Will CPC once again be profitable? Will it continue to lose millions of dollars? We cannot say for certain. But with these tentative agreements, we do know you will have guaranteed wage increases, improved job security, as well as stability and progress during uncertain times.

Just as important is the inclusion of financial services. For over a decade, CUPW has advocated for the return of postal banking. We've argued that expanded postal banking services will not only extend financial services to millions of people that have been excluded by the traditional banks, but

it will also help to ensure that our retail outlets are viable and secure in the long term. Canada Post didn't suddenly decide to revisit postal banking. Make no mistake – the inclusion of financial services in these agreements is a direct result of your hard work over the years to increase social and political pressure to invest in postal banking.

We know you are strong and passionate. But you're also smart and strategic. Not only are there no concessions in these agreements, but voting in favour will give us two extra years to build our collective power for the next round of bargaining.

This method may seem unorthodox, but we've been here before. On three other occasions (1992, 1999, and 2012), after being legislated back to work, we reached collective agreements with CPC that extended the time frame provided in the legislation.

What is different this time around is that for the first time since 1995 – 26 years – the National Executive Board voted unanimously to recommend that our membership vote in favour of these agreements.

In solidarity,

CUPW National Executive Board



Urban

Recommendation

It is **MOVED, SECONDED and CARRIED UNANIMOUSLY** that the NEB recommend to the membership of the Urban Operations bargaining unit to adopt the recommendation of the NEB for the renewal of the Urban Operations tentative Collective Agreement for a period of two years, from January 31, 2022 until January 31, 2024.

RSMC

Recommendation

It is **MOVED, SECONDED and CARRIED UNANIMOUSLY** that the NEB recommend to the membership of the RSMC bargaining unit to adopt the recommendation of the NEB for the renewal agreement of the RSMC tentative Collective Agreement for a period of two years, from December 31, 2021 until December 31, 2023.

Implications of a YES or NO Vote

The CUPW Constitution provides the opportunity for members in good standing to collectively determine their future by voting on tentative collective agreements. The NEB has unanimously recommended that members vote YES to both the RSMC and Urban Operations proposed tentative agreements.

When you vote, you will signal your support or opposition to the NEB recommendations. The vote is not on the process or the constitutionality of negotiations. The CUPW National Constitution is clear: “The highest authority resides and comes from the membership.” The NEB believes these agreements include important improvements and it would be wrong and undemocratic to prohibit the membership from exercising their right to vote on it.

Members will only vote on one agreement – the one related to their bargaining unit. If the majority vote in favour, our collective agreements will be extended by two years and amended to include the contract improvements and wage increases

outlined in this Special Ratification Tabloid. There are no Rollbacks.

Should the majority vote against, we will continue the current bargaining process to establish our demands and hold a national ratification vote to adopt the National Program of Demands as adopted by the NEB. The Union has notified CPC that if the membership rejects these tentative agreements, “the Union will move to traditional collective bargaining and reserves the right to present different and more numerous demands than those that are hereby presented. Also, nothing discussed, presented or agreed to in principle during these discussions shall be relied upon or considered conceded if traditional negotiations should ensue.” (Letter to CPC, June 22, 2021).

Holding the ratification votes in August and early September ensures that, if they are rejected, it will not delay the process of our traditional negotiations.



Wages, Cost of Living Allowance, and the Lump Sum

The tentative agreement provides for a 2% increase in wages, activity values, and variable activities, effective the first day of each additional year. All payments pertaining to the hourly or daily rates referenced in Appendix A in the Urban collective agreement will also be increased by 2% each year. For RSMCs, upon signing this agreement, the Parties will prepare updated charts in the form outlined within paragraphs 2, 3 and 10(a)(i) of Appendix A of the RSMC collective agreement.

The current COLA formula will remain unchanged however the dates have been updated to reflect the

two-year renewal period. There will be a \$500 one-time non-pensionable lump sum payment made to all full-time Urban employees and all RSMCs with six or more RMS daily hours. All other employees, including temporaries, PREs and OCREs, will receive \$250, whether they are active or inactive members.

The 2% is equal to, or better than, most of the collective agreements signed in recent years. Plus, the addition of the \$500 non-pensionable one-time lump sum will increase the first-year wages 2.8% more than our current annual wages.

Average Annual Wage Increases - Unionized Workers in Canada				
Year	All Agreements	All Public Sector	Federal Public Sector	CUPW
2018	1.3%	1.2%	1.7%	2.0%
2019	1.7%	1.5%	1.8%	2.0%
2020	1.6%	1.6%	2.2%	2.5%
2021*	1.5%	1.5%	2.0%	2.9%
2022	?	?	?	2.0%**
2023	?	?	?	2.0%

Source: Labour Canada: Major Wage Settlements by Sector and Year

<https://www.canada.ca/en/employment-social-development/services/collective-bargaining-data/wages/wages-year-sector.html>

*January – May 2021

** Plus Lump Sum of 0.8%

Addressing Problems of Group 2 Workers



CUPW continues to work towards solutions to some of the major issues facing letter carriers and MSCs. The tentative agreement addresses compulsory overtime, the double bundle delivery method and separate sort and delivery in different ways than previous agreements.

No Forceback

Currently, the provision requiring mandatory overtime on other routes is suspended until January 1, 2022. Under the tentative agreement, this will continue to be suspended until January 1, 2024.

Double Bundle

The tentative agreement provides for CUPW and CPC to attempt to resolve the current National Policy Grievance on the “double bundle” which is before Arbitrator Burkett. During these discussions, the grievance hearing will continue, but the Arbitrator will be asked not to issue a decision until he is advised to do so by either of the Parties. Therefore, the arbitration process will not have been delayed if the settlement discussions are not successful.

Separate Sort and Delivery

CUPW opposes SSD because it results in more on-street delivery time for the workers who perform delivery. The tentative agreement provides for a new process in which the parties will first consider the alternative solution to SSD that was developed in Deerfoot, Alberta. The Deerfoot memorandums of agreement (MOAs) avoid the introduction of SSD by increasing the number of workers using a sortation case.

The provisions regarding both the double bundle and the SSD contained in the tentative agreement do not provide a guaranteed resolution of the problems. However, they open the door to new discussions which may lead to satisfactory results. In both cases, the Union has not given away any of our current collective agreement rights to address these problems.

Who Can Vote?

Only Members In Good Standing (MIGS) in each respective bargaining unit can vote on the ratification of the tentative collective agreements.

In order to ensure you can vote on this important recommendation, we must be able to reach you. Our records must therefore be up-to-date.

To update your contact information, please use the following link:

<https://www.cupw.ca/en/update-my-info>

or email: membership@cupw-sttp.org

If you prefer using the QR code, simply take a picture with your phone – it will take you directly to our website:





Providing the Tools to Create Regular Positions

For more than 40 years, CUPW has been fighting to maximize full-time jobs and regular positions. Over the years, we have negotiated Appendix P which provides a minimum ratio of full-time positions. We also have excellent language in articles 39.02, 39.03 and 39.06 of the Urban collective agreement. In fact, the provisions of 39.06 were greatly improved by the MacPherson arbitration decision so that both temporary and part-time hours are included in the calculations.

Still, there are too many locations where CPC continues to prefer to have temporary employees instead of creating regular part-time and full-time positions.

The Union has found it difficult to sufficiently document the staffing history by classification, section, and shift in order to prove the potential for regular positions, especially in larger facilities. That is why, in the past several rounds of bargaining, we have demanded that CPC provide us the necessary information to enable us to effectively review the staffing levels in all facilities. The tentative agreement requires CPC to provide CUPW with the information we need to enforce the staffing provisions of the Urban collective agreement. We know that very many temporary employees would prefer regular, full-time employment. Let's make it happen.

RSMCs No Losses, Only Gains

The tentative contract extension gives us the opportunity to build upon the important gains made in the pay equity process and the MacPherson arbitration.

Commitment on Hourly Rate

The agreement contains a commitment from CPC *“to transition Rural and Suburban Mail Carriers to an hourly rate of pay system, conditional upon the development of an updated approach to the Rural and Suburban Mail Carriers’ workload and work content measurement.”* It also provides for the creation of a committee made up of senior management representatives and CUPW to address the issue, and if necessary, with the assistance of a mediator. If there is no agreement on workload and the required adjustment of the collective agreement,

the tentative agreement provides for this issue to become part of the next round of bargaining.

No Clawback of Personal Contact Item Payments

Effective on the date of signature, CPC has committed that there will be no retroactive recovery of alleged overpayments in relation to the annualized total of Personal Contact Items (PCIs) delivered. This has been a major problem for RSMCs on routes where the number of PCIs has declined and employees have been asked to payback what CPC claimed to be an overpayment. Some members have already had to make very significant payments. Achieving an hourly rate would solve this problem but until then it is necessary to stop the clawback.

Training for Groups 3 and 4



When CPC converts its fleet to electric and hybrid vehicles, CUPW mechanics will be performing the maintenance and repair work.

The tentative agreement provides for the Corporation to give training for the maintenance and routine repairs of hybrid and electric fleet vehicles to Group

3 and 4 employees. This training will commence after the program curriculum is completed and provided to the Corporation. The hands-on portion of this training will be contingent on COVID-19 restrictions and protocols.

Stability and Job Security in Uncertain Times

No one knows what the economic and political situation will look like once the pandemic is finally over. Just as we had never seen such a pandemic, we have never experienced a 21st century post-pandemic recovery.

The tentative agreements for a two-year extension will provide stability and job security during this uncertain time. In addition, there are provisions that will improve job security.

1. All Urban members who attained regular employee status between June 1, 2020, and the date of signing, will be covered by the full job security provisions of Article 53 of the Urban collective agreement.
2. The commitment of CPC to provide more financial services at corporate retail offices will help protect the jobs of members currently working at the wickets. The best form of job security is having work to perform that is important to the Corporation and needed by the public. There are thousands of communities that have no bank but have Corporate post offices.

Providing financial services will keep these post offices open.

3. Training vehicle mechanics to maintain and repair electric vehicles will preserve jobs when CPC moves to an electric fleet.
4. The Group 1 staffing information will enable the Union to create regular positions which will give temporary employees the opportunity to obtain regular positions with benefits and security.
5. No clawback of pay for Personal Contact Items for RSMCs.
6. Joint committee to examine potential solutions to cases where a route restructure results in a significant reduction of compensation for RSMC route holders.

In 2023, when we hope the pandemic has been reduced to a bad memory, we will return to traditional collective bargaining and build on these gains.

Postal Banking: Pilot Project



An important element of the agreement is the launch of new financial services at CPC, in partnership with a Canadian financial institution, with market testing in select locations by the end of 2021. If the market tests prove successful, this service will be launched nationally in 2022. The Corporation has also committed to explore additional financial services based on customer demand. CPC and CUPW have already agreed to a scope document for the joint work to be conducted through Appendix T of the Urban agreement. Items being discussed include the actual work content expected of CUPW members, training, health and safety, and security issues.

Providing more financial services at corporate retail offices is not only good for the public, it also benefits postal workers. While we do not expect

the immediate creation of a large numbers of new jobs, providing new services at postal counters will help protect the jobs of members currently working at the wickets. Currently, there are thousands of communities that have no bank but have Corporate post offices. Financial services will keep these post offices open.

Ratification of the tentative agreements will not stop CUPW from continuing to campaign for a full-service, independent postal bank with a mandate to finance environmentally-sustainable investments. A successful roll-out of the new financial service planned for 2021 may actually result in increased momentum for our campaign.

The Results of Our Struggle



The tentative collective agreements contain no rollbacks. In the past 45 years, CUPW has taken national strike action seven times. Every time, a strike was necessary for us to make gains and turn back CPC's demands for concessions.

As a result of our militant history, the employer realizes that no agreements are possible if they are demanding concessions. These tentative agreements are a direct result of our determination to fight for our rights.



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