



**Flexibility to fight
for our future**

**2023-2025 CUPW Negotiations
Canada Post Global Offer – Urban Bargaining Unit**

Canada Post
May 21, 2025



Introduction

Following more than eighteen months of negotiations, conciliation and mediation, Canada Post presents this global offer in a final effort to secure a negotiated agreement – one that responds realistically and responsibly to the profound challenges we face, while preserving Canada Post as a vital national public institution.

It is no secret that Canada Post is facing an existential crisis. Without immediate, thoughtful, measured and structural change, our fiscal deterioration – which has only been compounded by the recent labour disruption and ongoing uncertainty of securing a new collective agreement – will only accelerate. Over the past six years, Canada Post has incurred over \$3 billion in losses, and absent a loan from the Government of Canada, we would not have been able to meet critical financial obligations in 2025, including payroll and \$500 million in maturing bonds. This is not a manufactured crisis. It is the culmination of longstanding and well-documented financial pressures stemming from a fundamental shift in customer behaviour.

Our traditional model – where lower-cost urban and suburban mail subsidized higher cost rural and remote delivery – has collapsed. Lettermail, once our core business, has declined precipitously due to electronic substitution. Direct marketing mail is also shrinking as advertisers shift to digital channels. Parcel volumes continue to grow, but we are losing market share to nimbler private sector competitors in an open, deregulated market. The recent labour disruption has only accelerated this erosion, with customers shifting their business elsewhere.

Despite the Union characterizing these financial realities as exaggerated or opportunistic, the facts are indisputable. Canada Post's financial distress has been a matter of public record for years and the subject of numerous independent studies. This crisis cannot be ignored or wished away. What is needed now is hard-headed, practical thinking.

We have carefully considered the Union's proposals to grow the business. While we remain committed to exploring opportunities collaboratively under Appendix T, there needs to be consideration for the feasibility and duplication of services already available in saturated markets. Instead, the proposals we have tabled are reasonable, targeted, and essential to our ability to remain competitive in a rapidly changing market. They are not complex; they are necessary. Furthermore, they are reinforced by the recent recommendations outlined in the *Report of the Industrial Inquiry Commission (IIC Report)*. It carves a path forward that includes necessary structural reform, flexible staffing models, and modernized operations to meet the needs of today's e-commerce driven environment, without gigifying jobs or compromising the health and safety of our employees.

Key elements of this offer include:





Flexibility to fight for our future

- **No rollbacks for current employees**, underscoring our commitment to preserving the hard-earned gains of our workforce.
- **Expanding regular employment opportunities for temporary employees**, providing these workers with permanent status, job security, and access to comprehensive benefits. This change addresses long-standing concerns about stability and fairness for those in temporary roles.
- **Providing much-needed flexibility to our operations**, enabling us to sustainably deliver up to seven (7) days per week and better adapt to rapidly evolving customer behaviours. This will ensure we continue meeting service expectations without compromising the health and safety of our employees.

This global offer is not just a response to a crisis – it is a blueprint for renewal. It represents a balanced, sustainable, and forward-looking solution that respects employees while addressing the urgent need for structural change. We urge CUPW to embrace a collaborative approach and to give this offer serious and immediate consideration.

1. Compensation

Wages

Canada Post is committed to being an employer of choice and recognizes the importance of wages to its employees. In line with this commitment, Canada Post proposes the following wage increases:

- Year One: 6.0% (inclusive of December 17, 2024 CIRB order 1603-NB)
- Year Two: 3.0%
- Year Three: 2.0%
- Year Four: 2.0%

Wage increases will be retroactive to February 1, 2024 (see Appendix “A” tables and notes at Tab 1).

Canada Post agrees to remove the pre-February 1, 2013 wage grid and proposes that all Group 1 and 2 employees hired prior to February 1, 2013 be placed at the maximum increment level of the post-February 1, 2013 wage grid (see Appendix “A” tables at Tab 1) (see side letter New 2 – Wage Rates for Employees Hired Prior to February 1, 2013 at Tab 2).

Cost of Living Allowance (COLA)

To counteract the effects of unforeseen inflation, Canada Post proposes to renew the COLA provisions by updating the dates therein and the adjustment factor to 13.59%. With Canada Post’s proposal, COLA payments may occur on a quarterly basis when inflation is greater than the adjustment factor (see clause 35.09 at Tab 3).





2. Benefits

Short-Term Disability Program (STDP)

In response to CUPW's demand, Canada Post proposes to amend and enhance the STDP design to improve income security and support employees during periods of illness, injury or hospitalization. Under this proposal, employees approved for short-term disability benefits will receive a minimum of 80% of their regular wages for up to 30 weeks.

Canada Post's STDP proposal has the following key features:

- **Benefit period:** Employees approved for STDP benefits may receive income protection for up to a maximum of 30 weeks.
- **Qualifying period:**
 - A one-week qualifying period applies, during which employees must use any remaining personal days. If they have exhausted their personal days, employees may elect to use available top-up credits, provided the employee is approved for STDP.
 - No qualifying period will apply for non-work-related injuries or hospitalization.
- **EI sickness benefits coordination:**
 - Employees must apply for Employment Insurance (EI) benefits to receive their maximum entitlement.
 - For up to 26 weeks, Canada Post will top up the difference between EI benefits and 80% of regular wages – provided the employee is also approved for STDP.
 - During this period, employees may use available top-up credits to augment their approved STDP benefits to 95% of their regular wages.
- **Post-EI sickness benefits period:**
 - Once EI benefits end, employees approved for continued STDP benefits will receive 80% of their regular wages for the remaining duration of the 30-week period (inclusive of the qualifying period).
 - During this period, employees may use available top-up credits to augment their approved STDP benefits up to 100% of their regular wages.
- **Top-up Credits**
 - Employees may elect to use any available personal days, compensatory time or vacation leave as top-up credits once existing credits have been exhausted.
- **Overpayment and repayment:**
 - Canada Post will recover any overpayments related to STDP or EI claims as follows:
 - *STDP overpayments:* recovered or reconciled at 10% of the employee's pay per pay period until repaid in full.





Flexibility to fight for our future

- *EI denial or late application*: Recovered at 10% of the employee's pay per pay period until repaid in full.
 - *EI benefit approval reconciliation*: Recovered in full from the employee's pay.
 - *Denied STDP appeal*: Employees can choose to repay at 10% of their pay or with any available compensatory time and/or unused Personal Days, until repaid in full.
 - *End of employment*: Any overpayment still outstanding is recovered in full from the employee's final pay.
- **Implementation and timeline:**
 - The proposed STDP enhancements are subject to regulatory approval of the Corporation's Supplemental Unemployment Benefit (SUB) plan.
 - These enhancements will take effect at a later date during the life of the collective agreement. Canada Post commits to provide at least six (6) months' notice prior to implementation.
(see clauses 20.08, 20.09, 20.10, 20.new(EI), 20.11, 20.12, 20.14, 20.new and Side Letter Short Term Disability Program at Tab 4).

Personal Days

To complement the STDP enhancements, Canada Post also proposes to include the current six (6) non-carryover personal days into the collective agreement, increasing the total to thirteen (13) personal days. Employees will be permitted to:

- Continue to have up to seven (7) personal days paid out every year.
- Continue to have up to five (5) personal days carried over every year.
(see clauses 20.02, 20.03, 20.04 and 20.05 at Tab 4).

The above proposal is conditional on the resolution of the following National Policy Grievance:

- N00-22-00006
(see – MOA 1 - Resolution of CUPW Grievances at Tab 18).

Compensatory Time

Canada Post proposes to give employees the option to carry over to the next leave year up to a maximum of ten (10) days of compensatory time (see clause 15.32 at Tab 5).

3. Changes for Future Employees

Pension plan and Benefit eligibility for new hires

Canada Post remains committed to providing desirable, fair and safe employment coast-to-coast-to-coast. We recognize the vital role pension and benefits play in the well-being of our employees. At the same time, this must be balanced with the Corporation's long-term financial sustainability.





Flexibility to fight for our future

To maintain the current level of pension and benefits for existing employees, Canada Post proposes that individuals hired on or after [the date of signing of the new collective agreement] must complete six (6) consecutive months of regular employment before being enrolled in the Defined Benefit component of the Pension Plan (subject to the terms and conditions of the plan) and becoming eligible for other benefits (see clause 30.08 at Tab 6).

This proposal does not affect current temporary employees who transition to regular status in the future. They will receive the same benefits and entitlements as existing regular employees. The proposed change applies only to individuals who are not currently employed by the Corporation.

4. Delivery

Flex Staffing

Canada Post requires a more robust and less rigid part-time delivery workforce in order to effectively manage fluctuations in volume and absenteeism that are driven both by market pressures and by the extensive vacation and leave entitlements provided for in the CUPW collective agreement. An expanded part-time workforce would help Canada Post achieve greater operational flexibility without causing inefficiencies or “trapped time.”

Canada Post therefore proposes the introduction of a new part-time position within its delivery workforce. This aligns directly with recommendations of the *IIC Report*, which emphasize the importance of effectively using part-time, flexible employees throughout the week.

Beyond improving operational efficiency, this measure will create meaningful pathways for temporary employees to transition into regular, permanent roles – offering them guaranteed hours, greater job security, pension eligibility, comprehensive benefits, and access to generous leave provisions. Importantly, the utilization of part-time delivery workers would not come at the expense of full-time employees. Instead, this expanded part-time delivery workforce would allow Canada Post to adapt to changing demands and implement crucial operational changes.

The new **Part-Time Flex (PTF)** function will be created within the Part-Time Letter Carrier (PO LC-1 PT) classification in Group 2 and have the following key features:

- Maximum of fifteen percent (15%) of full-time LC assignments in a postal unit or installation.
- Staffed with regular employees, with a guaranteed weekly schedule of twenty (20) hours/week (Monday to Friday).
- PTF employees must be available to work up to thirty (30) hours/week, when required, and may accept up to 40 hours/week on a voluntary basis.
- PTF employees will be included in the solicitation order for additional work and absence coverage.





Flexibility to fight for our future

(see clauses 17.04, 17.06, 17.07, 34.05 and 52.03 at Tab 7) (see Appendix “New 4 – Part-time Flex Employees” and Job Descriptions at Tab 7) (see clause 15.08 at Tab 12) (see clause 44.17 at Tab 16).

Weekend Parcel Delivery – Parcel Delivery Part-Time (PD PT) Classification

To meet growing demand for weekend delivery driven by e-commerce, Canada Post proposes the introduction of a new **Parcel Delivery Part-Time (PD PT)** classification within Group 2. This new role, which has been a hallmark of the Corporation’s position throughout bargaining, is a practical, targeted solution that ensures financially sustainable weekend service and aligns with the recommendations of the *IIC Report*.

The PD PT role will provide guaranteed part-time hours – a minimum of 15 hours per week, primarily on weekends (with two consecutive days of rest) – and will be implemented in locations where weekend delivery is required. PD PT employees will be assigned to a designated depot and may deliver from centralized locations or their regular facilities, depending on volume and geography. The work will be unstructured (non-route based) and staffing levels and parcel delivery rates will be based on historical data to allow for greater scheduling efficiency and resource optimization, ensuring timely and reliable weekend parcel delivery services and adequate geographical coverage.

(see clause 34.05 at Tab 7) (see Appendix JJ, Appendix New 8 – Weekend Pickup and Parcel Delivery and Job Descriptions at Tab 8) (see clause 44.17 at Tab 16).

Key benefits of Canada Post’s proposed weekend delivery model include:

- **Staffing flexibility:** Enables Canada Post to scale weekend delivery capacity based on need, while providing part-time employees with predictable hours and job security under the collective agreement.
- **Stability for full-time and part-time Letter Carriers:** Maintains Monday-to-Friday schedules for full-time and part-time letter carriers, avoiding disruptions and preserving route knowledge.
- **Enhanced customer service:** Supports timely and reliable weekend parcel delivery, improving Canada Post’s competitive position in the fast-paced e-commerce market.

This proposal ensures a financially sustainable expansion of services, strengthens our ability to compete in a deregulated parcel delivery market, and protects the integrity of letter carrier positions while creating new opportunities for part-time employees.

Separate Sort from Delivery (SSD)

Canada Post’s implementation of the Separate Sort from Delivery (SSD) model, starting in 2017, marked a significant modernization of its Urban operations. This operational shift has resulted in notable cost savings, improved efficiencies, and better utilization of assets.





Flexibility to fight for our future

Canada Post continues to prioritize operational efficiency, employee well-being, and constructive labour relations. As part of this commitment, Canada Post proposes to sustain and strengthen the SSD model through the formal creation of a part-time router function within the Part-Time Letter Carrier (PO LC-1 PT) classification. Where practicable, these roles may be combined with part-time letter carrier assistant positions to create full-time employment opportunities, addressing both operational needs and employment stability.

Moreover, Canada Post remains committed to providing practical and sustainable solutions to alleviate the Union's concerns with SSD. Key features of this proposal are as follows:

1. Router function within Group 2

- Routers will remain in Group 2.
- Night shifts are excluded from router schedules, maintaining alignment with regular operational hours (refer to Appendix A tables and notes).
- Routers will be entitled to clauses 17.04 and 15.08, after all scheduled router hours have been exhausted.
- If required, absences among routers may be covered in the same way as for letter carriers ensuring service continuity.

2. Application of the SSD Model

- The SSD model will not be applied to foot routes, preserving the integrity of traditional delivery methods.
- Neighbourhood mail work center prep space will be reviewed and necessary changes will be made to accommodate high volume routes.
- Start times for letter carriers in SSD depots will reflect network needs and efficiency objectives, with local consultation required for changes of over 30 minutes from the current schedule.

3. Router staffing and transparency

- Canada Post will provide the “Dem Dynamic” report to union observers to ensure transparency in router staffing calculations.
- Adjustments to router positions will only occur during letter carrier restructures or annual staffing reviews under Appendix “QQ” based on 12-month manual mail volumes (excluding four (4) weeks in December).
- Following the staffing review, local consultation will be held at least 15 days prior to the implementation of any changes. The Corporation commits to communicating any adjustments to the number of positions, along with the rationale for such change, if applicable.





Flexibility to fight for our future

4. Visibility of Lettermail (LM)

- The LCRMS manual will be updated to include an allowance of three (3) seconds per piece of non-sequenced mail delivered to door-to-door points of call. This supports letter carriers' ability to review and manage their mail effectively.

(see side letter New 4 – Separate Sort from Delivery at Tab 9)

The continued implementation of the SSD model – strengthened through the introduction of a part-time router function and paired with Canada Post's practical commitments – offers a balanced approach to operational efficiency and workforce concerns. It reflects Canada Post's ongoing effort to address CUPW's issues with SSD while preserving the flexibility and modernization necessary to serve Canadians in a dynamic postal environment.

This proposal, however, is conditional on the resolution of the following National Policy Grievances and Judicial Review:

- N00-16-00002/ Superior Court of Québec File No. 500-17-125691-231
- N00-22-00009

(see MOA 1 – Resolution of CUPW Grievances at Tab 18)

Dynamic Routing

The daily optimization of delivery routes and work hours needed to deliver the volume of products available every day is what is referred to in the industry as “dynamic routing.” Canada Post already has the information to support this process within its network.

However, implementing a dynamic routing model is a complex undertaking that will require significant time, resources, and technological investment. As such, it is unlikely to be fully realized over the life of the next collective agreement. To ensure a smooth transition, Canada Post proposes a “soft launch” of its proposed dynamic routing delivery model, limited to select postal installations during the life of the next collective agreement. This phased approach will allow for careful testing, refinement, and the creation of an effective feedback loop, giving both parties the opportunity to evaluate progress and consider potential enhancements in the next round of bargaining.

The proposed dynamic routing model has the following key features:

1. **Loop-based structure:** A depot's geography is divided into smaller fixed areas called “loops”; each containing a set number of delivery routes and part-time flex assignments. Employees bid on both a loop and a schedule by seniority. A collaborative process with the Union will be established for daily route selection.
2. **Routes and assignments:**
 - Full-time routes are confined to a single loop and cannot extend beyond it.





Flexibility to fight for our future

- Routes are designed using LCRMS and optimized daily based on all delivery activities to be performed within the loop that day.
- Full-time employees will have a fixed start time and will always work within their selected loop and schedule.
- Part-time Flex (PTF) employees will primarily work within their loop, but they may be required to work outside of it.

3. **Work hours:**

- The work assigned will not exceed a full-time employee's scheduled hours or a PTF employee's maximum hours.
- Employees who complete their work ahead of schedule will still be paid for their full scheduled hours. In such cases, no additional tasks, with the exception of on-demand pickups, will be assigned without adherence to applicable overtime rules.

4. **Digital support tool:** Employees will use a mobile device that provides a digital manifest of their daily route, including the planned line of travel and detailed instructions for each stop.

5. **Neighbourhood mail compensation:** The current per-piece payment model for neighbourhood mail will be replaced with actual time values.

(see Appendix New 7 – Dynamic Routing and side letter New 15 – Dynamic Routing at Tab 10)

Adopting a dynamic routing delivery model is essential for Canada Post to improve agility, manage daily workloads more effectively, prevent overburdening of employees, and respond to customer demands in a rapidly evolving e-commerce environment. This proposal provides a responsible, phased approach – enabling necessary investment and development while creating space for collaboration, learning and continuous improvement, as recommended by the *IIC Report*.

Load-Leveling of Work

A critical component of adapting to changing delivery demands is being able to load-level and distribute work across scheduled hours. The ability to reallocate and reassign collection and delivery activities is essential to maximizing the productive use of scheduled hours and reducing reliance on costly overtime. This was an important and recurring theme in the *IIC Report*, in which the Industrial Inquiry Commission observed the following:

There is no persuasive case to be made that route ownership should preclude Canada Post from adjusting routes in real time based on volume. Yes, it is normative for employees to exercise their seniority to bid on routes. But no, those routes cannot be chiselled in granite precluding adjustment to ensure that employees work the hours they are paid for and overtime avoided. Load levelling makes sense.





Flexibility to fight for our future

On this basis, in sites where Dynamic Routing has not been implemented, Canada Post proposes to use a load-leveling approach with the following key features:

- **Route predictability:** All routes will continue to be built in accordance with LCRMS and the restructure process.
- **Daily analysis:** A daily analysis will identify routes that are under or over capacity based on actual volumes as compared to structured volumes.
- **Reassignment prior to departure only:** Team leaders may redistribute work between routes prior to departure, based on standardized time values, to ensure balanced workloads and minimize overtime.
- **Employees:**
 - will not be reassigned additional tasks post-departure without adherence to applicable overtime rules (e.g. 15.08, 17.04, etc.), with the exception of on-demand pickups.
 - will not be penalized for working efficiently (i.e. their workload will not increase and they will not be sent back out if they complete their route faster).
 - will maintain consistent schedules and assigned delivery areas under normal circumstances.(see clause 13.02 and side letter New 13 – Understanding on load-leveling of work at Tab 11).

This proposal is not intended to arbitrarily alter an employee's delivery route or daily scheduled hours, but rather to provide the flexibility required to manage workload fluctuations and unplanned absences efficiently and fairly. It supports operational continuity, cost control, and the fair distribution of work – all while respecting employees' need for consistency and predictability.

Clause 15.08

In alignment with the proposed load-leveling approach, Canada Post requires the ability to assign work at straight time before incurring overtime costs. To enable this, Canada Post proposes an amendment to clause 15.08 to allow the Corporation to assign work at straight time to available relief or part-time flex employees, or to offer the work to part-time employees (up to a maximum of 8 hours per day and 40 hours per week) before resorting to overtime (see clause 15.08 at Tab 12).

Route Design

To better reflect the impact that changing lettermail and parcel volumes have on workload between restructures, Canada Post proposes to modify the volume update process in Appendix QQ by making it permanent and allowing volume adjustments if the assessment is increased or decreased (see Appendix QQ at Tab 13).





Flexibility to fight for our future

Canada Post would also be prepared to modify Appendix KK to add the Appendix CC technical arbitration process, with the necessary modifications, to resolve any disagreements on the validation of the percentage of coverage formula (see Appendix KK at Tab 13).

To add flexibility in how the Corporation schedules work in its delivery operations and meet the changing needs of customers, Canada Post proposes the following changes:

- 48.01 Starting Time - remove the reference to common start times by route type
- 48.02 Normal Departure Times – clause deleted
- 48.03 Distribution of Work on Letter Carrier Routes – remove reference to AM/PM
(see clauses 48.01, 48.02 and 48.03 at Tab 13).

5. Groups 3 and 4

As Canada Post continues to evolve and modernize its operations, the Corporation increasingly depends on specific skill sets aligned with new work processes and equipment. This modernization requires a reassessment of which classifications and positions remain relevant in light of current and future operational requirements. Canada Post therefore maintains its proposal regarding the following changes to Groups 3 and 4:

- Provide voluntary transfer opportunities of MAM-10 and MAM-11 employees into ELE-3 positions while maintaining the MAM-10 and MAM-11 salary scales, subject to certain conditions (see side letter New 6 – Group 3 and 4 Modernization and Classification Alignment at Tab 14).
- Wage adjustments for the ELE-3 classification (see Appendix “A” tables at Tab 1).
- Modernize EIM-10 classification with a revised job description (see side letter New 6 – Group 3 and 4 Modernization and Classification Alignment, and Job Descriptions at Tab 14) (see Appendix “A” tables and notes at Tab 1).
- Increase standby payment to one (1) hour (for each consecutive eight (8) hours) when an employee is required to be available for work during their off-duty hours (see clause 15.27 at Tab 14).
- Amend the overtime solicitation process to remove “place of residence” (see clause 15.29 at Tab 14).
- Modify language to encourage all equity groups to apply for positions in Group 3 (see clause 40.13 at Tab 14).
- Introduction of the VHE apprenticeship program.
 - Assurance that employees selected and enrolled will have the opportunity to finish the program.
 - Employees will have the option to purchase their own tools (tax deductible) or to have them provided by Canada Post.(see Appendix “New 3 – VHE Apprenticeship Program at Tab 14).





6. Other

Job Retention – Appendix I Dates

Canada Post proposes to update all dates referencing January 31, 2024, in Appendix I to January 31, 2028 (see Appendix I at Tab 15).

Wash-Up Time

Canada Post proposes to remove the 5-minute wash-up time before the meal period (see clauses 14.20, 15.02, 18.09 and 44.17 at Tab 16).

7. Agreements in Principle

Dental Fee Schedule

Update to the dental fee schedule with a one-year lag time effective sixty (60) days after the signing of the collective agreement. There will be no retroactivity (see clause 30.04 at Tab 17).

Duration of the Collective Agreement

Duration of the collective agreement shall be for a period of forty-eight (48) months, commencing on February 1, 2024 and expiring on January 31, 2028 (see clause 43.01 at Tab 17).

Job Security

Renew and maintain job security provisions for all regular employees in the bargaining unit on the actual date of signing of the collective agreement (see clause 53.01 at Tab 17).

Dates and Allowances in Appendix “A”

Update to dates and allowances in Notes 3, 4, 5 and 6 in Appendix “A” notes (see Appendix “A” notes at Tab 1).

Renewal of Dates to expiry of January 31, 2028

Update to the dates of expiry for the following appendices:

- Appendix C, Part 4
 - Appendix CC
 - Appendix DD
- (see Appendices C, CC and DD at Tab 17).

National Day for Truth and Reconciliation

Include the *National Day for Truth and Reconciliation* in the collective agreement (see clause 18.01 at Tab 17).

Leave for Traditional Indigenous Practices

Include in the Urban collective agreement an entitlement to leave without pay for the purposes of engaging in traditional Indigenous practices (see clause 27.new at Tab 17).





Flexibility to fight for our future

Leave for Victims of Family Violence

Include in the Urban collective agreement an entitlement to leave for victims of family violence (see clause 21.new at Tab 17).

Displacement of Vacation Leave

Include quarantine leave in the list of leaves where vacation leave may be displaced (see clause 19.05 at Tab 17).

Relief complements for Letter Carriers (LC) and Mail Service Couriers (MSC)

Combined complement (see clauses 51.01 and 52.01 at Tab 17).

Base relief requirement calculation as follows:

- Relief positions will be at least 22% of all full-time assignments;
- Part-time MSC relief positions will be at least 19% of all part-time assignments.
(see clauses 51.05 and 52.04 at Tab 17).

Quarterly reviews to adjust the relief complement, based on absence coverage by reliefs (set 52-week rolling calendar).

- Absence coverage by relief to be between 65-80%.
- All absences will be included in the calculation of the relief complement.
- Information required to verify the quarterly review can be provided to the Union and current practice for verification will continue.
(see clauses 51.05 and 52.04, Appendix “S” and side letter New 5 – Quarterly Reviews for Relief complement at Tab 17).

The above proposal is conditional on the resolution of any grievance with respect to Bar Charts and related relief calculations.

(see MOA 1 – Resolution of CUPW Grievances at Tab 18).

Coverage of known periods of absences (17.06, 17.07 and 17.11)

Modify contractual texts to be able to trigger coverage of known absences in weeks that include a designated paid holiday (see clauses 17.06 and 17.07 at Tab 7) (see clauses 17.08, 17.11 and 53.32 at Tab 17).

Annual Bidding for Groups 1, 3 and 4

Amend the timing of the annual bidding process so that it takes place from June to August with new assignments resulting from the bid starting in September of the same year (see clause 13.26 at Tab 17).

Hours of work – Part-time employees





Flexibility to fight for our future

Increase the minimum number of hours for part-time employees to fifteen (15) hours per week (see clauses 14.03, 14.04 and 14.11 at Tab 17).

Compensatory Time

Employees may elect to have their banked overtime credits paid out within thirty days of written request (see clause 15.32 at Tab 5).

Peak Period and Peak Period Temporary Employees (Group 1 only)

Redefine the Peak Period from the second Sunday of November to the third Saturday in January. Training of the Peak Period Temporary Employees can start no earlier than the second Sunday of October (see clause 14.03 at Tab 17) (see clause 44.30 at Tab 17) (see clauses 11.02 and 11.07 at Tab 17).

Consistent reference to “Peak Season” employees – Change word “Christmas” to “Peak”; with a side letter confirming no change to intent (see clauses 11.02 and 11.07 and side letter New 14 – Peak Period Reference at Tab 17).

Peak Period Temporary Employees

Canada Post proposes that Peak period temporary employees that remain employees after the third Saturday of January, without a nine-and-one-half month (9.5) break, will have their seniority and continuous service reflect their first date of hiring (see clause 11.02 at Tab 17) (see side letters New 11 – Seniority for Temporary Employees Hired for Peak Period at Tab 17) (see clause 44.30 at Tab 17).

Maternity Wear Allowance

Increase the maternity wear allowance to \$250 to help these employees offset the cost of required uniforms and clothing (see clause 34.01 at Tab 17).

Pay Statements

Amendments to pay statements and Employee Self-Serve (ESS) to make additional information available to employees:

- Better transparency on the use of top-up credits
 - Breakdown of part-time vacation reconciliation
 - Updated wage type for *Damages*
 - Updated itemized statement of wages and deductions
- (see clause 35.05 and side letter 7 – Pay Statements at Tab 17).

Protections Against Harassment

In an effort to enhance protections against harassment in the workplace, the following changes will be made to the collective agreement:





Flexibility to fight for our future

- Update to list of protected grounds and modernization of the definition of harassment in accordance with the relevant statutes.
- Update to collective agreement to guarantee the right to representation to a CUPW-represented respondent in claims of harassment and violence.
(see clauses 56.01, 56.03, 56.04 and 56.05 at Tab 17).

Corporate Sustainability - Printing of Collective Agreements

Provide a limited number of printed copies of the collective agreement to employees as well as electronic access to all employees (see clauses 6.03 and 36.04 at Tab 17).

Collection and Delivery Projects

Remove the projects of *Statistical Analysis of Factors Related to Letter Carrier's Injuries* and *Flexible Routing Pilots* from Appendix AA of the collective agreement (see Appendix AA at Tab 17).

8. Housekeeping

The list below reflects agreement with CUPW's global offer dated November 5, 2024. (Unless signed or otherwise specified, language on all housekeeping can be found at Tab 19 and Letter Housekeeping language).

- Clause 3.03 – amend the French.
- Clause 3.04 – remove “ci-dessus” in French.
- Clause 5.01 – fix spacing issue in English.
- Clause 8.06 – fix formatting issue in English title.
- Clause 8.09 – add “8.09” in front of a) in French.
- Clause 9.11 – correct formatting issue in English and amended the French.
- Clause 9.49 – add “clause” in front of 10.10 in both English and French.
- Clause 9.61 – remove “hereinafter” in English.
- Clause 9.77 – fix the title in both English and French.
- Clause 9.92 – remove “is” in English.
- Clause 13.04 – remove the extra “13.04” in French.
- Clause 14.22 – edit the French to match the English.
- Clause 15.22 – fix formatting issue in both English and French.
- Clause 23.05 – fix spacing issue in English and French.
- Clause 27.01 – fix spacing issue in English and French.
- Clause 27.03 – fix spacing issue in English and French.
- Clause 27.09 – edit French to match the English.
- Clause 27.12 – fix spacing issue in English and amend both French and English.
- Clause 28.03 – fix spacing issue in English and edit English to match the French.
- Clause 32.01 – correct grammatical error in French.





Flexibility to fight for our future

- Clause 33.22 – correct grammatical error in English.
- Clause 38.03 – correct grammatical error in French.
- Clause 45.01 – change “PO2” to “PO-2” and change “PO4” to “PO-4” in both English and French.
- Clause 54.01 – remove hyphen from “permanently-disabled” in English.
- Appendix “B-1” – change “Employee ID” to “Employee ID Number”.
- Appendix “K-2” – fix spacing issue in English.
- Appendix “T” – fix spacing issue in English.
- Appendix “Z” – delete appendix.

The terms of this proposal, which include all provisions of the collective agreement for the Urban bargaining unit that expired on January 31, 2024, except those provisions which are expressly referred to herein, form an all-inclusive without prejudice offer to enter into a collective agreement. For greater clarity, any item advanced by the Union in its last offer that is not addressed herein shall be deemed to have been rejected by the Corporation.

This proposal must be considered in its entirety and cannot be evaluated or accepted in parts. While the foregoing summary generally describes the proposal, it is the contractual text which, when finalized and accepted, shall form the sole basis of an agreement between the parties. Canada Post reserves its right to amend or withdraw this proposal, in whole or in part, at any time prior to its acceptance.

