

✓ YOUR FUTURE. YOUR VOTE.

Understanding the offer: Your total compensation and benefits (Urban)

Protecting what you value most

✓ Employees will receive wage increases each year.

You'll receive a wage increase of 6% in year one (including the 5% paid in December 2024), 3% in year two, and 2% in each of years three and four. This is a compounded total of 13.59% over four years.

✓ All employees will receive a signing bonus.

Full-time employees will receive \$1,000; all other employees, including temporary employees, will receive \$500.

✓ Leave, pensions and post-retirement, and health benefits won't change.

Regular employees will still receive up to seven weeks of vacation. Pre-retirement leave entitlements and cost-sharing for post-retirement benefits will not change. Current regular employees will continue to have the defined benefit pension plan without changes. Current temporary employees who become regular will have the defined benefit pension plan without changes. Your Extended Health Care Plan — including prescription drug coverage — stays as is. Dental, vision and hearing benefits also won't change.

✓ COLA payments give greater income protection against inflation.

Cost-of-living allowance payments — triggered when inflation exceeds a set threshold — would start if cumulative inflation surpasses 7.16% between February 2025 and January 2028.

✓ Industry-leading job security will continue to be protected.

Regular employees will continue to benefit from industry-leading job security provisions.

✓ Enhanced STDP coverage means stronger financial support when you need it most.

Short-term disability will increase from 70% to 80% of regular wages for up to 30 weeks. You can use top-up credits to receive up to 95% while on EI benefits, and up to 100% after EI ends.

✓ Additional personal days and compensatory time.

The number of personal days in the collective agreement will increase from 7 to 13 days and employees can choose to carry over up to 10 days of compensatory time (currently 5 days).

What this offer means for temporary and future employees.

Temporary employees currently working for Canada Post who become regular employees after the new agreement is signed will receive the same health and pension benefits as current regular employees.

Employees hired after the signing of the collective agreement will get the same health benefits and defined benefit pension as current employees after six months of regular employment.

To learn more about Canada Post's final offers, visit canadapost.ca/offers.

