

# YOUR FUTURE. YOUR VOTE.

## Understanding the offer: Part-time delivery support

Building delivery flexibility with two new part-time roles: Parcel Delivery Part Time (weekends) and Part Time Flex (weekdays)

✓ **Parcel Delivery Part Time employees will ensure letter carriers keep their Monday-to-Friday schedules.**

Parcel Delivery Part Time employees will be the company's main weekend parcel delivery workforce. This approach ensures letter carriers will not be required to work weekends.

✓ **Part Time Flex employees will support delivery operations during the week.**

Part Time Flex employees will work during the week to support mail and parcel delivery. They will help to fill gaps in workloads or cover absences, supplementing the existing workforce.

✓ **Part Time Flex positions will be capped, protecting full-time positions.**

Part Time Flex positions cannot exceed 15% of full-time letter carrier assignments in a postal unit or installation.

✓ **Part-time positions will provide more opportunities for temporary employees.**

The new part-time roles will create regular positions with predictable schedules, opening more opportunities for temporary employees to become regular and receive the same benefits and entitlements as current regular employees.

### What are the proposed part-time positions?

**Parcel Delivery Part Time** is a new classification within Group 2. These employees will work primarily in weekend parcel delivery, ensuring letter carriers will not be required to work weekend shifts. The role will provide a minimum of 15 hours per week with two consecutive days of rest – and will be implemented in locations where weekend delivery is required.

**Part Time Flex** is a new function within the existing Letter Carrier Part Time classification in Group 2. These employees will help the company fill gaps in mail and parcel delivery operations during the week. Part Time Flex roles will be capped, protecting full-time positions. Part Time Flex employees will be guaranteed a weekly schedule of 20 hours per week (Monday to Friday). They must be available to work up to an additional 10 hours per week.

Both roles come with health and pension benefits and uniform allowances for deliveries.

To learn more about Canada Post's final offers, visit [canadapost.ca/offers](https://canadapost.ca/offers)

