



# Fleet and maintenance



What our new global offer means for regular employees in fleet and maintenance (Groups 3 and 4)

## Offer highlights

### This offer increases your wages and protects what you value most

To protect what you value most and secure our future moving forward, our offer contains some needed changes.

#### What you keep

- ✓ Your defined benefit pension
- ✓ Your job security provisions
- ✓ Your health benefits and post-retirement benefits
- ✓ Your vacation and pre-retirement leave
- ✓ Your cost of living allowance (COLA)
- ✓ Your schedule

#### What you gain

- ✓ Higher wages:  
6.0% in year one;  
3.0% in year two;  
2.0% in year three;  
2.0% in year four
- ✓ Better income replacement for leave under the STDP
- ✓ 6 added personal days locked into the collective agreement

#### Operational changes

- ✓ We're removing the 5-minute wash-up time before the meal period
- ✓ We'll better align some maintenance employee classifications on a volunteer basis

#### What's new since our last global offer

- ✓ We've increased our wage offer
- ✓ We've taken items off the table: we're no longer proposing changes to post-retirement benefits; a new health benefits plan; or enrolling future employees in the defined contribution pension

## Offer details

<b>Higher wage increases</b>	<ul style="list-style-type: none"> <li>• We've increased our wage offer: 6.0% in year one; 3.0% in year two; 2.0% in year three; 2.0% in year four. <ul style="list-style-type: none"> <li>◦ This amounts to a compounded wage increase of 13.59% over 4 years.</li> <li>◦ Wage increases are retroactive to February 1, 2024 (year one will account for the 5% wage increase already provided in December 2024).</li> </ul> </li> </ul>
<b>Defined benefit pension</b>	<ul style="list-style-type: none"> <li>• Your defined benefit pension is safe and protected.</li> </ul>
<b>Job security</b>	<ul style="list-style-type: none"> <li>• You keep your industry leading job security.</li> </ul>
<b>Health benefits</b>	<ul style="list-style-type: none"> <li>• There are no changes to your health benefits plan.</li> <li>• The proposal for a change to your health benefits plan was taken off the table.</li> </ul>
<b>Post-retirement benefits</b>	<ul style="list-style-type: none"> <li>• There are no changes to employees' post-retirement benefits.</li> <li>• The proposal to change cost sharing for post-retirement benefits was taken off the table.</li> </ul>
<b>Vacation and pre-retirement leave</b>	<ul style="list-style-type: none"> <li>• Regular employees will continue to have up to 7 weeks of vacation and keep their pre-retirement leave entitlements.</li> </ul>
<b>Cost of living allowance (COLA)</b>	<ul style="list-style-type: none"> <li>• Your wages will be protected against the effects of unforeseen inflation.</li> <li>• The COLA trigger will be adjusted to 13.59%.</li> </ul>
<b>Short-term disability program (STDP)</b>	<ul style="list-style-type: none"> <li>• Leave under the STDP will be enhanced with improved income replacement. <ul style="list-style-type: none"> <li>◦ Employees approved for short-term disability benefits would receive a minimum of 80% of their regular wages for up to 30 weeks.</li> <li>◦ Employees will be able to use top-up credits to 95% of their regular wages while receiving EI benefits, and up to 100% after their EI benefits end.</li> </ul> </li> </ul>
<b>Personal days</b>	<ul style="list-style-type: none"> <li>• We'll build 13 multi-use personal days into the collective agreement (currently, the 6 added personal days are not locked in).</li> </ul>

<p><b>Fleet and maintenance employees</b></p>	<ul style="list-style-type: none"> <li>• To help the company modernize its operations and better align skill sets to work requirements, the company will change some employee classifications on a volunteer basis, while providing the same pay scales. We will: <ul style="list-style-type: none"> <li>◦ Provide voluntary transfer opportunities for electromechanical specialists (MAM-10) and electronics specialists (MAM-11) into maintenance helper/cleaner roles (ELE-3), while maintaining the MAM-10 and MAM-11 salary scales, subject to certain conditions.</li> <li>◦ Make wage adjustments for the maintenance helper/cleaner classification.</li> <li>◦ Create additional electrician (EIM10) positions based on a revised job description and statement of qualifications.</li> </ul> </li> <li>• To support career growth and development, we will introduce a light vehicle mechanic (VHE9) apprenticeship program.</li> </ul>
<p><b>5-minute wash-up time</b></p>	<ul style="list-style-type: none"> <li>• We'll remove the 5-minute wash-up time before the meal period (i.e., employees will now have to work these 5 minutes).</li> <li>• This will not affect employees' pay.</li> </ul>

To learn more, visit [canadapost.ca/offers](https://canadapost.ca/offers)