

# Future employees



What our new global offers mean for employees who are hired after the signing of the new collective agreements

## Offer highlights

### Future employees will get the same entitlements as current regular employees

- ✓ The same defined benefit pension
- ✓ The same job security provisions
- ✓ The same health benefits and post-retirement benefits
- ✓ The same vacation and pre-retirement leave
- ✓ The same cost of living allowance (COLA)
- ✓ The same wage grid
- ✓ The same income replacement for leave under the STDP
- ✓ The same leave provisions and personal days

### Changes for future employees

Future employees will receive health and pension benefits after 6 months of regular employment.

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### Note:

This change does not affect any current employees, including current temporary employees who become regular employees after the signing of the collective agreements.

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