



Letter carriers



What our new global offer means for regular full-time and part-time employees in the letter carrier classification (Group 2)

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 (you will not be required to work weekends)

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
- ✓ Minimum guarantee of 15 hours per week for part-time employees in Group 2

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
- ✓ We've increased the amount of compensatory time (in lieu of overtime pay) that employees can carry over

Changes to our delivery model and operations

- ✓ Two new types of roles (Part Time Flex and Parcel Delivery Part Time) will support delivery flexibility and help the company compete in parcel delivery 7 days a week
- ✓ Load leveling will address the gaps between route workloads due to natural fluctuations in volumes
- ✓ We're proposing an initial, limited implementation (10 facilities) of Dynamic Routing, a best practice and industry standard used by all other major couriers
- ✓ Relief employees will cover all absence assignments based on seniority
- ✓ We're proposing new calculations to proactively determine the base requirement for relief employees and how to adjust for changes in absences
- ✓ We're removing the 5-minute wash-up time before the meal period

Offer details

Higher wage increases	<ul style="list-style-type: none"> • 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"> ◦ This amounts to a compounded wage increase of 13.59% over 4 years. ◦ Wage increases are retroactive to February 1, 2024 (year one will account for the 5% wage increase already provided in December 2024).
Defined benefit pension	<ul style="list-style-type: none"> • Your defined benefit pension is safe and protected.
Job security	<ul style="list-style-type: none"> • You keep your industry leading job security.
Health benefits	<ul style="list-style-type: none"> • There are no changes to your health benefits plan. • The proposal for a change to your health benefits plan was taken off the table.
Post-retirement benefits	<ul style="list-style-type: none"> • There are no changes to employees' post-retirement benefits. • The proposal to change cost sharing for post-retirement benefits was taken off the table.
Vacation and pre-retirement leave	<ul style="list-style-type: none"> • Regular employees will continue to have up to 7 weeks of vacation and keep their pre-retirement leave entitlements.
Cost of living allowance (COLA)	<ul style="list-style-type: none"> • Your wages will be protected against the effects of unforeseen inflation. • The COLA trigger will be adjusted to 13.59%.
Short-term disability program (STDP)	<ul style="list-style-type: none"> • Leave under the STDP will be enhanced with improved income replacement. <ul style="list-style-type: none"> ◦ Employees approved for short-term disability benefits would receive a minimum of 80% of their regular wages for up to 30 weeks. ◦ 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.
Personal days	<ul style="list-style-type: none"> • We'll build 13 multi-use personal days into the collective agreement (currently, the 6 added personal days are not locked in).
Compensatory time	<ul style="list-style-type: none"> • We'll increase the number of days that can be carried over for compensatory time (from 5 days to 10 days).
Relief employees	<ul style="list-style-type: none"> • Relief employees will cover all absence assignments based on seniority, regardless of the type of absence. • We're proposing new calculations to proactively determine the base requirement for relief employees and how to adjust for changes in absences (quarterly instead of annually).

Weekend delivery	<ul style="list-style-type: none"> • We'll create a new Parcel Delivery Part Time employee classification in Group 2, to help the company compete in parcel delivery 7 days a week. • This approach ensures consistency for existing full-time and part-time regular employees. • It means letter carriers won't be required to work weekend shifts. • Parcel Delivery Part Time employees will be scheduled for a minimum of 15 hours per week, primarily on weekends. • They can work up to a daily maximum of 8 hours and a weekly maximum of 40 hours. • Parcel Delivery Part Time employees will be entitled to 2 consecutive days of rest. • This new classification will only apply where the weekend parcel delivery model has been implemented.
Flex staffing	<ul style="list-style-type: none"> • We'll create a new Part Time Flex employee function (within the Letter Carrier Part Time classification) to support delivery flexibility and better service for customers. • Part Time Flex employees will be guaranteed a minimum of 20 hours per week. • They must be available for up to 30 hours per week and can voluntarily work up to 40 hours per week. • They can work up to a daily maximum of 8 hours and a weekly maximum of 40 hours. • Part Time Flex positions cannot exceed 15% of full-time letter carrier assignments in a postal unit or installation.
Group 2 part-time employees	<ul style="list-style-type: none"> • Group 2 part-time employees' normal work weeks will be increased to a 15-hour minimum schedule.
Load leveling	<ul style="list-style-type: none"> • We recognize that employees value predictability and consistency in their work. We're committed to maintaining that predictability. • Load leveling addresses the gaps between route workloads and the natural volume fluctuations that happen with shifts in demand throughout the year. • Since route designs are based on average volumes, daily volume fluctuations can cause imbalances between routes. To manage these day-to-day fluctuations, small daily adjustments are necessary. • The goal is to avoid the overburdening of some routes and ensure a more balanced workload among letter carriers. • Load leveling would redistribute work between routes that have imbalances • Before letter carriers leave the depot at the start of the day, data will be used to support the redistribution of some activities. • Letter carriers will continue to have the same route day-to-day. Load leveling may remove some work from your route or add some work from another route, but for the most part, your route will remain unchanged.

Dynamic Routing	<ul style="list-style-type: none"> • Canada Post proposes to “soft launch” a Dynamic Routing delivery model, a best practice and industry standard used by all other major couriers. • Dynamic Routing is a delivery model where routes are planned and optimized daily to align workloads, prevent the overburdening of employees with volumes, and help create more consistent, predictable service for customers. • To provide a smooth transition and ensure the new model is tested and validated, the Corporation will limit the implementation to 10 facilities during the life of the collective agreement. • Under Dynamic Routing, a depot’s geography will be divided into smaller fixed areas called “loops,” with each loop containing a set number of routes. • Routes are designed using the Letter Carrier Route Measurement System (LCRMS) and are optimized based on the day’s delivery activities within each loop. • Neighbourhood Mail is included in the daily workload planning for each letter carrier, replacing the current per-piece payment that letter carriers receive. • When a letter carrier bids on an assignment, they bid on a loop and a work schedule.
Separate Sort from Delivery (SSD)	<ul style="list-style-type: none"> • CUPW has raised concerns about SSD, a model we’ve been implementing to help optimize floor space and asset utilization, while increasing capacity for parcel volumes. • We’ve proposed to work with CUPW to address a number of specific issues and improve the employee experience with SSD. • For example, start times will be reviewed and a time allowance will be included for reviewing letter mail.
5-minute wash-up time	<ul style="list-style-type: none"> • We’ll remove the 5-minute wash-up time before the meal period (i.e., employees will now have to work these 5 minutes). • This will not affect employees’ pay.

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