



What our new global offer means for regular full-time and part-time Mail Service Couriers (MSCs) in 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

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

Operational changes

- ✓ We're removing the 5-minute wash-up time before the meal period
- ✓ 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

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).
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.
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.

To learn more, visit canadapost.ca/offers