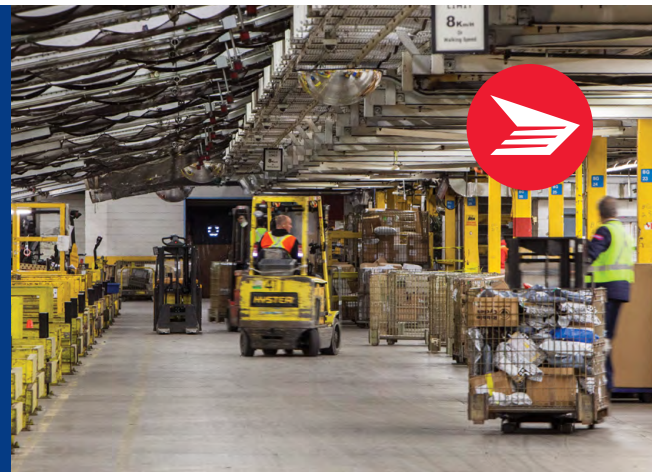


New global offer for employees in the Urban unit



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 (letter carriers 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
- ✓ More opportunities for temporary employees to become permanent employees

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 (Groups 1 and 2)



What's changing

Change is necessary to secure our future and protect what's important to you. That's why this offer includes needed changes to our outdated delivery model and an adjustment for future employees, hired after the signing of the new collective agreement.

Changes to our delivery model and other operational adjustments

- ✓ 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
- ✓ For letter carriers, load leveling will address the gaps between route workloads due to natural fluctuations in volumes; Canada Post is also proposing an initial, limited implementation (10 facilities) of Dynamic Routing, a best practice and industry standard used by all other major couriers
- ✓ We're removing the 5-minute wash-up time before the meal period
- ✓ This new global offer does not propose other operational changes for plant and retail employees
- ✓ We'll better align some maintenance employee classifications on a volunteer basis

Changes for future employees

- ✓ Future employees (hired after the signing of the new collective agreement) will receive health and pension benefits after 6 months of regular employment

To learn more, visit canadapost.ca/offers