

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 1

Because Canada Post has failed to match/maintain the rate of inflation for the past 20 years.

CUPW will: demand in the next round of bargaining that future wage increases exceed the annual cost of living.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 2

Because employees deserve a living wage

Because in the past our wage increases have been less than inflation

Because the cost of living has increased sustainably

CUPW will demand a minimum 4% wage increase annually

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 3 Uniform and Protective Clothing

Because: The current uniform and protective clothing is not suitable for dock and parcel employees.

Because: Alberta weather is very cold and we need parka jackets and insulated pants.

CUPW Will demand in the next round of bargaining that parkas and insulated pants and the corresponding points to secure them be added in the uniform allotment for groups 1,3, and 4 and provided every 2 years.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 4

Because employees need to be safe when travelling to and from and within the work place

Because Canada Post believes that all employees should “make it safe, make it home” all employees should have equal access to all safety PPE

CUPW will demand that all Urban employees, inside and out, are entitled to high visibility safety jackets and all equipment that is for safety purposes.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 5

Because the cost of boots and gloves has gone up with inflation

Because we have not had an increase to the boot and glove allowance in a substantial time

Because this is required PPE in all sections

CUPW will demand \$400 per year in 2 equal semi-annual installments for boot and glove allowance and will increase along with inflation.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 6

Because the cost of pregnancy clothing has increase substantially

Because a pregnant person's body can change drastically during pregnancy

CUPW will demand pregnant employees' uniform entitlement and/or reimbursement shall be increased to \$250 per pregnancy

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 7

Because pregnant temporary workers do not have the right to be accommodated at work, and because this results in stress to the worker and baby as well as pregnancy loss and miscarriage.

CUPW demands that article 44.17 be changed to remove the exclusion of article 33.20 to temporary workers.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 8 Medical Coverage while travelling outside of the country

Because: the current medical coverage while travelling outside the country is not enough

Because the current coverage is insufficient as many medications and treatments are expensive.

CUPW WILL: demand in the next round of bargaining that the medical coverage while travelling outside of the country should be \$1,000,000 and trip limit of 60 days starting from departure from province.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 9

Because of the global pandemic and the inability of travel anywhere

Because Health Canada and The World Health Organization has deemed travel as unsafe and non-essential travel frowned upon

CUPW will demand the allowance of all employees to cancel their scheduled vacation leave within 3 days of the leave.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 10

Because of current events

Because of the global pandemic

Because members shouldn't have to choose between taking care of themselves or going to work

CUPW will demand the following clarification in the language to quarantine leave: an employee is entitled to unlimited leave with pay for time lost due to quarantine where they are unable to work as certified by a qualified medical practitioner or medical representative body.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 11

Because temporary workers hired between November 15 and January 15 work for Canada Post but do not accrue hours toward their 480-probation period, and because this is discrimination towards the worker solely based on date of hire.

CUPW demands that section 44.06 of the Collective Agreement apply to all temporary workers regardless of their hire date.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 12

Because all hours worked should count towards all hours paid

CUPW will demand that temps hired specifically for Christmas that are retained after Christmas have their hours worked count towards their probationary period, seniority, 1000-hour wage increases

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 13

Because we want this to make all members equal

Because all members deserve wage increases

Because knowledge and performance should be acknowledged

CUPW will demand that all hours worked by casuals count towards their 1000 hours and these 1000 hours and be reset on their anniversary date.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 14

Because we all do the same work,

Because we all perform the same duties

CUPW will demand the end of the two-tiered wage system and will revert to all being paid on the highest pay scale and back pay to be backdated to 2 years before the signing of the new collective agreement.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 15

Because aunts and uncles and brother and sister in-laws are family too

Because blood is thicker than water

Because your relationship status doesn't define the closeness of that relationship

CUPW will demand that bereavement leave will include extended family, specifically aunts, uncles, brother in-laws, and sister in-laws

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 16

Because usually death is unplanned and unpredictable

Because there could be extensive travel required to attend the funeral service of a loved one

Because there could be mandatory quarantine required when travelling

CUPW will demand that travel isolation be included on top of the bereavement leave allocation

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 17

Because usually death is unplanned and unpredictable

Because days off should not count toward the leave

Because the mental health of members is of utmost importance and they should not have to deal with the loss of a loved one while on the work floor

CUPW will demand that bereavement leave be changed to 5 **working** days

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 18

Because usually death is unplanned and unpredictable

Because there could be extensive travel required to attend the funeral service of a loved one

CUPW will demand that the special leave entitlement for the purposes of travel be extended to 5 **working** days.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 19

Because separation from a common-law partner or spouse is a reality

Because separation is difficult

Because dealing with family issues while working is not safe

Because mental health is of utmost importance

CUPW will demand that separation leave be added to article 21 and that this leave is to be a special leave granted with pay for not more than 5 working days for the purpose of separating from your common-law partner or spouse. The days can be used consecutively or non-sequentially.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 20

Because there is an abysmal of casual retention rate (3 out of 10)

Whereas the supplement for benefits provided do not always cover all expenses

Therefore, be it resolved that Canada Post provide each casual member with a health spending account

Be it further resolved that this is in addition to benefit supplement already provided by Canada Post,

Be it further resolved that the balance of the health spending account be set at \$1000 per year for each person covered under the plan and that this amount is indexed to the cost of living annually

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 21

Because the cost of health care has increased substantially

Because members are accessing these benefits more frequently

Because the 4% supplement does not begin to cover health care benefits

CUPW will demand that the 4% supplement be increased to 6% for casuals

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 22

Because the rate of the shift premiums (weekend, after 5pm and midnights) has not gone up with the cost of living

Because having a shift premium is supposed to be an incentive to working the unfavorable hours

Because members sacrifice their work life balance

CUPW will demand that the shift premiums for hours worked between 1700-0000 will be 7.5% of the wage and all other shift premiums (weekend and midnights) be 10%

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 23

Whereas Canada Post is no longer as strict on parcel sizes and shape

Whereas Canada Post has the policy “make it safe, make it home’

Whereas corporate customers frequently mislabel their shipments in terms of dimensions and weight etc.

CUPW will demand that no one dimension may exceed 2 m (78.7 in). the max length + girth will be less than 3 m (118in) and not over 50lbs (20kg) (girth = height x2 + width x2)

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 24

Because letter mail is declining

Because the parcel industry is increasing

Because parcels are getting larger

Because Canada Post needs to look at expanding their parcel services

CUPW will demand the creation of sections in processing plants and a delivery team network, operating in a minimum of teams of two, to deliver parcels that are in excess of parcel dimension already in place in accordance with established MSC delivery rates.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 25

Whereas Employee are regularly working overtime

Whereas Article 15.02 (a) provides for a meal allowance of \$6.25

Whereas that amount will not get you a nutritious meal

Therefore, be it resolved that the amount of the meal allowance be raised to the meal allowance allotted by the CUPW National Constitution and indexed annually.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 26 Health Care Demand:

Because cost of living has increased

Because we haven't had a substantive increase in our benefits

Because some services, such as dental are not regulated

Because making it safe, making it home is impacted by our ability to care for ourselves outside

CUPW will demand the following increases to our benefits:

Acupuncture - \$480/year increased to \$500/year

Chiropractor and chiropractor x-rays - \$480 increased to \$500/year

Hearing aid + repair + adjustment - \$800 increased to \$1000

Massage therapy - \$320/year increased to \$500/year

Naturopath - \$480/year to \$500/year

X

Roland Schmidt
President

X

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Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Orthotic appliances - 1/year increased to 2/year

Osteopath + x-rays - \$400/year increased to \$500/year

Podiatrist + surgery + x-rays - \$400/year increased \$500/year

Psychologist/testing/social worker - \$1600 increased to \$2000

Speech Therapy - \$480/year increased to \$500/year

Direct billing for all services - nothing should be pay in full and file for a reimbursement

Drastically expand our drug coverage for prescriptions

Drastically improve the process for request of coverage - if you get a prescription it should be covered

Glasses + contacts - \$320/4 years increased to \$350/2 years

Eye exams - 1 per 2 years increased to 1 per year

X

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President

X

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Hearing aids - \$750/60 months increased to \$750/48 months

Replacement batteries covered once every 2 years

Bifocals + contacts + contacts for special conditions + frames + laser eye surgery + single vision lenses + tints + trifocals - \$300/4 years increased to \$300/2years

Routine dental care - \$1000/year increased to \$1500

Major bridges, dentures - \$2000/year increased to \$2500/year

Orthodontics (age restrictions may apply) - \$2000/person/lifetime - increased to no age restrictions \$2000 per occurrence, not more than once every 5 years

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

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2021 URBAN Negotiation Demand Resolutions

Resolution 27

Whereas employees on high-risk leave were forced to use their vacation leave

Whereas the high-risk leave should be a displacement of vacation leave

Therefore, high risk leave be added as a reason to displace vacation leave.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 28 - Bereavement Leave for Miscarriage or Stillbirth Urban

Whereas CUPW Urban members are entitled to bereavement leave after the loss of a family member as defined in Art. 21.02 (a), but that does not include loss through miscarriage or stillbirth.

Whereas in Canada, individuals who have stillbirths are eligible for federal maternity benefits but spouses and partners are not entitled to any benefits or leave and;

Whereas federal regulations do not cover miscarriages or stillbirths and these supports if covered by an employer are often limited to the individual who miscarried.

BE IT RESOLVED THAT Article 21.02 (a) be amended to include miscarriage and stillbirth as part of the immediate family and such leave also be included for the partners or spouses of the person who has suffered a miscarriage and/or stillbirth.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 29 -Use of Gender Inclusive Language in the Collective Agreement

WHEREAS All CPC communications and policy should be inclusive of all members; and

WHEREAS gendered language contributes and reinforces unconscious biases;

BE IT RESOLVED THAT Art 36.03 be amended such that whenever possible, gender neutral and/or gender inclusive language and pronouns be used where the contract of the party or parties hereto so requires.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 30

Whereas in the current collective agreement there is no leave for members in a domestic violence situation

Whereas this leave has been incorporated into the Canada Labour Code, giving 5 days of paid leave and 5 days of unpaid leave in a calendar year.

Whereas members may need to leave a violent situation in a hurry and finding help may take time.

Therefore, be it resolved that the domestic violence leave that is granted in the Canada Labour Code be written into the collective agreement.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 31

Whereas our national union has trained social stewards throughout the country.

Whereas our membership is multifaceted with many different concerns in their lives

Whereas mental health is just as important as physical health

Therefore, be it resolved that social stewards be recognized in the collective agreement

Be it further resolved that similar to a shop steward, social stewards will have the right to speak with a member about their concerns during the stewards and members shift

Be it further resolved that “No person who is employed in a managerial or confidential capacity shall seek to intimidate, by threat of discharge or by any other kind of threat, a representative of the Union or an employee on whose behalf he or she is assisting.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 32 - Restructure Implementation

WHEREAS the provisions of Art. 47.11 in the Collective Agreement do not provide a timely resolution of concerns and objections brought forth by the Union prior to implementing a route restructure in a facility.

WHEREAS CPC despite serious objections and concerns raised by the Union will implement a route restructure with impunity without consideration of the Unions objections.

THEREFORE, BE IT RESOLVED that Art 47.11 in the Collective Agreement be amended as follows; Art 47.11 (c) to read: The grievance shall be heard in front of an arbitrator no later than 30 working days after the expiry of the five (5) days for response by the Corporation as per Art. 47.11 (b). As part of the grievance hearing application may be made for an interlocutory cease and desist order as per Article 9.87.

THEREFORE, BE IT RESOLVED that until the provisions of Article 47.11 (c) be met and an arbitration decision rendered that a scheduled implementation of a facility route restructure must be delayed.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 33

WHEREAS Evaluated Route delivery time does not take into account the daily delivery of sets of householders to 1/3 of a determined route which leads to inaccurate evaluation of the delivery time required to complete the route.

WHEREAS that without consideration for daily delivery of householders to a 1/3 portion of a route this can lead to overburdening and increased stress doing delivery.

WHEREAS failure to complete the daily delivery of householders on a route can lead to discipline by the Corporation for “delay of mail”

THEREFORE, BE IT RESOLVED that Article 48.03 (c) be amended as follows; “The a.m. portion of a letter carrier route must include evaluated delivery time for delivery of at least one (1) set of householders at 100% coverage to one third (1/3) of the total Points of Call (POC) evaluated for the route and should not exceed five (5) hours of evaluated time. It follows therefore that the p.m. portion should be no less than three (3) hours of evaluated time.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 34 - Vulnerable Persons Check-In

Because by 2030 seniors will make up 23% of the population.

Because 6 million adult Canadians and Quebecers have a disability that limits their daily lives

Because people want to stay in their homes longer and not be institutionalized.

Because postal workers can knock on every door in Canada and Quebec.

Because the “Letter Carrier Alert” program was offered in the 1980’s.

Because other post offices around the world are currently offering “check-in” services.

CUPW will negotiate a vulnerable person’s check-in program.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 35

Whereas an average Letter Carrier Route is over assessed and is already a challenge to complete in 8 hours

Whereas many routes come with incomplete, or nonexistent, route support paper work and inaccurate case strips

Whereas many Supervisors do not know the routes of their cell

Therefore, be it resolved that all Letter Carrier Routes have completed and accurate case strips, edit books, pull chart (with accurate pickup/clearance times and locations), parcel charts, map of the route (indicating location and direction of foot walk and/or CMB locations).

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 35 B - Broadband Internet

Because the internet is akin to the electricity of the 21st century;

Because high speed internet is being deemed an essential service in many areas of which only 45% of rural areas have access to high-speed internet;

Because COVID-19 has exposed the need for internet-based interconnectivity, and those who do not have access to high-speed internet due to high cost and lack of availability;

Because Canada Post has 6,300 post offices across the country, including small towns and rural Canada;

Because Rural Canada is spilling into Urban Canada to access much needed services;

Because CPCs vast existing infrastructure will mitigate the cost of implementation;

Because other countries' Post Offices around the world provide broadband internet services;

Because Canada Post can help communities and infrastructure by creating new jobs and revitalizing communities;

CUPW will negotiate to expand broadband internet services to be provided by CPC.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 36 – A New Green Post Office

Because global warming is the single largest threat to our planet;

Because action to reduce GHG emissions is necessary to avoid permanent and catastrophic damage to our environment and our health;

Because Canada Post owns a large delivery fleet and thousands of buildings across Canada that contribute to GHG emissions;

Because as a crown corporation Canada Post should be a leader in committing to reducing GHG emissions;

CUPW will negotiate for Canada Post to replace their delivery and transportation fleet with zero emission vehicles;

CUPW will negotiate for Canada Post to provide electric vehicle charging stations at all facilities for both employee and public use;

CUPW will negotiate that Canada Post retrofit existing facilities to achieve LEED certification;

CUPW will negotiate that all new buildings purchased or leased by Canada Post are LEED v4 certified.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 37 - Postal Banking as A Core Bargaining Demand

Because Amazon expanding its own logistics network in Canada directly threatens the survival of Canada Post as a public institution;

Because postal banking is the most realistic measure to strengthen Canada Post as a public service, establish a new, lucrative revenue stream, and subsidize our logistics operations to compete with Amazon;

CUPW will make postal banking, as conceptualized in our Delivering Community Power campaign, an unconditional demand in our next round of bargaining that we will strike to achieve regardless of how the company or government responds.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 38 -Postal Banking as A Public Service

Because an increasing number of towns and cities and a vast majority of First Nations communities do not have banking services but have a post office;

Because expanding public services and jobs in First Nations communities is a part of Reconciliation;

Because the Union is determined to achieve our goal of introducing Postal Banking as a way to increase dayshift jobs and service for our communities;

Because banking services will increase the profits of Canada Post, which can be reinvested in Canadian public services;

CUPW will negotiate for the re-establishment of a publicly owned postal bank;

CUPW will negotiate postal banking retail as a new function in group one;

CUPW will negotiate sufficient and ongoing training to ensure clerks are properly trained in the new services they will be providing;

CUPW will negotiate that postal banking retail clerks be designated as a preferred assignment in order to maintain that work within the full-time complement of group one workers

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

Resolution 39

Where as members who continue to suffer financial and mental health hardships around the process of STDP claims being denied

Where as the health and well being of all our members is to be taken into full consideration

Be it Resolved that Article 20.12 (b) be changed to read: If an employee avails himself or herself of his or her right to appeal, he or she will receive short term disability benefits during the time it takes to come to a determination regarding the first level appeal. If the first level appeal is denied, the Corporation shall recover any overpayment from the employee's pay, but such recovery shall not exceed five percent (5%) of the employee's pay in each pay period, until the entire amount is recovered.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 40

Where as October 10th is recognized as World Mental Health Day

Where as our members may be suffering from various stressors caused by work or home

Be it resolved that a new article for leave be introduced to the collective agreement: Mental Health Day, an employee is entitled to 3 days leave with pay as needed.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 41 Union Representation on the Board

Because: CUPW prides itself for its history of pioneering legislative and social change for the working class.

Because: CUPW has strategic goals that could be more easily accomplished with Board influence (e.g., Postal Banking, converting to an electric fleet, etc.).

Because: Many European countries already require large corporations to have union representation on corporate boards.

CUPW will: demand Canada Post work with the Government of Canada and CUPW to have elected members of CUPW appointed to Canada Post's Board of Directors.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 42

Whereas the training program is difficult and retention of new hires is poor;

Whereas the injury rate of new hires is high;

Whereas currently Canada Post merely needs to notify CUPW of the training program, and they do not require our agreement to it

Therefore, be it resolved that CUPW will demand to be included and involved in the development and implementation of training programs.

Be it further resolved that training programs will require CUPW agreement before being implemented.

Be it further resolved that training for Letter Carriers must include a period of transition after the classroom training, to adjust to the reality of delivery. Such transition will have a period of doing the sort and one portion, sort and two portions and then transitioning to full route coverage.

Be it further resolved that there be an allowance for Letter Carriers moving to a route that they have not covered before to have some orientation on that route with someone who has knowledge of that route, as needed, to adjust to the new route. This orientation period should be at least one day, and up to 5 days.

Be it further resolved that CUPW needs to agree on which peer mentors are allowed to mentor new employees.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 43

Whereas parcels are heavy enough at 50 lbs (25 kgs)

Whereas Canada Post has been accepting parcels that exceed the weight requirement

Therefore, be it resolved that CUPW demand that all parcels that exceed 50 lbs (25 kgs) should be deemed to be a two person lift automatically.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 44

Whereas SSD has caused many problems

Therefore, be it resolved that CUPW will demand that the Separate Sort and Delivery system be ceased and not used, and any facilities where it has already been implemented be changed back to the previous method.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 45

WHEREAS Canada Post routinely violates the Human Rights of employees;

WHEREAS CUPW members must file and have Human Rights grievances resolved before a Human Rights complaint can be heard by the Human Rights Commission;

BE IT RESOLVED that CUPW will negotiate to expand and improve article 9.54 to expedite Human Rights grievances.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 46

Whereas medical benefits provided can greatly enhance members physical and mental well being

Whereas accessing these benefits should not cause financial burden

Therefore, be it resolved that all benefits provided by the provider chosen by Canada Post be direct billed.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 47

Whereas experiences of menstruation and menopause can be very debilitating

Whereas we've been enculturated to mask their existence in the workplace, at schools and at home

Whereas periods and menopause are not sicknesses

Therefore, be it resolved that CUPW will negotiate a paid leave for members who are experiencing symptoms of menstruation and menopause

Be it further resolved that the paid leave will be at a maximum of 12 days per calendar year and that they are not cumulative. They are to be used in the event of the inability to perform work duties because of menstruation and menopause and their associated symptoms.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 48

Whereas medical benefits provided can greatly enhance members physical and mental well being

Whereas the benefits provided do not always cover all expenses

Therefore, be it resolved that Canada Post provide each member with a health spending account

Be it further resolved that this is in addition to benefits already provided by Canada Post,

Be it further resolved that the balance of the health spending account be set at \$1000 per year for each person covered under the plan and that this amount is indexed to the cost of living annually.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 49

Whereas we are all brothers and sisters, cousins and comrades fighting for the same cause;

Whereas RSMC's and Urban letter carriers do the same work;

Therefore, be it resolved that in the upcoming round of collective bargaining, CUPW will negotiate for the amalgamation of the RSMC and Urban CUPW bargaining units and;

Be it further resolved that CUPW will negotiate that the current RSMC route holders will be divided as a separate group for the purpose of bargaining into group 5

Be it further resolved that CUPW will negotiate for separate bidding lists for Urban and RSMC assignments based on their last date hired into the group.

Be it further resolved that CUPW will negotiate that all RSMC's will receive all benefits of the URBAN collective agreement recognizing their accumulated continuous employment and seniority.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 50

Whereas in the current collective agreement, each employee is only entitled to 7 personal days

Whereas once an employee has used up all of their personal days, they are forced to go on leave without pay, or come into work sick and thereby endangering their co-workers

Therefore, be it resolved that CUPW negotiate for an increase in the number of personal days to at least 15 in a calendar year

Be it further resolved that a member may not have more than 25 personal days at any one time

Be it further resolved that any unused personal days will automatically be paid out unless there is a written request to carry over up to 10 personal days

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer

CUPW 730 - Edmonton & Affiliates

2021 URBAN Negotiation Demand Resolutions

Resolution 51

Therefore, be it resolved that CUPW will negotiate that group 1 will be entitled to 52 weeks of vacation to bid on. There will be no black out periods.

X

Roland Schmidt
President

X

Karry Biri
Secretary-Treasurer