

# VOTE NO ON CONTRACT EXTENSION

## Contract Extension Debate Overview

The CUPW National Executive Board (NEB) has recommended our membership support a contract extension proposal. Many local Presidents and Executives across the country have rejected the proposal because it is strategically short-sighted and does not adequately satisfy the needs of our members. Below is a broad overview of the proposed extension. The ratification votes will be conducted virtually, or by phone as set by your local. Regardless what your vote is, fully inform yourself and register to vote. To do this, update your contact information ASAP ([www.cupw.ca/en/member-contact-information-form](http://www.cupw.ca/en/member-contact-information-form)) to receive your voting credentials in the mail. Contact your local office if you have any further questions.

### 1. Duration

NEB Proposal	Counterpoint
The contract will be extended two years. This will give us stability in a time of uncertainty.	In principle, the only acceptable contract is a fairly negotiated collective agreement. We should never ratify an inadequate contract imposed on us in arbitration. This is not a gain.

### 2. Wages, COLA and Lump Sum

NEB Proposal	Counterpoint
A 2% increase in wages, activity values and variable activities, effective each additional year. COLA remains unchanged. \$500.00 one-time non-pensionable lump sum payment for all full-time Urban employees and all RSMCs with 6+ RMS hours. All other employees, (including temporaries, PREs and OCREs) will receive \$250.00.	Our members are frontline workers that helped deliver Canadians through a pandemic. We deserve better. 2% will not even match inflation. We could win at least this amount through proper negotiations. Additionally, we should not accept any wage proposal that does not also seek to eliminate the two-tier system. This is not a gain.

### 3. Dates and Dental Benefits

NEB Proposal	Counterpoint
In contract clauses that provide expiry dates the dates will be moved forward by two years. The dental fee guides will be moved forward so that they continue to be one year prior to the year.	The costs of all our benefits have substantially increased and our benefit reimbursements should increase to reflect this. Only updating the dental fee guide is a poor substitute. This is not a gain.

### 4. Job Security

NEB Proposal	Counterpoint
For Urban, the dates in the job security clauses will be moved forward. This ensures that all workers obtaining regular positions since June 6, 2020, will be covered by full job security as of the signing of the agreement. There is no change for RSMCs.	Our current job security clauses would be maintained until we sign a new collective agreement with different language. This is not a gain.

### 5. Permanent Jobs in Group 1

NEB Proposal	Counterpoint
CPC has agreed to provide the staffing information required by the Union to enforce the staffing provisions of the collective agreement and create full-time jobs wherever possible.	CPC already provides Group 1 staffing information. Receiving more information does not erase the core problem: CPC will always play games with the numbers and violate the collective agreement to drag out resolution via the grievance process. This is not a gain.

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## 6. Separate Sort and Delivery (SSD)

NEB Proposal	Counterpoint
CPC will still be able to implement SSD as desired. In some cases, CPC may instead agree to implement a multi-wave system. In both cases, the union will have recourse to the grievance system.	SSD means night sortation and routes with no sort and eight hours of mail delivery. The only acceptable SSD bargaining position is to eliminate, and roll-back, SSD. This is a huge loss.

## 7. Two-Bundle Grievance

NEB Proposal	Counterpoint
The Parties will meet within 30 days of the signing of this Agreement to begin discussions of the settlement of the National Policy Grievance. The arbitrator shall remain seized of the issue if no agreement is reached.	The two-bundle grievance has been deliberately marooned in the grievance procedure for around a decade. The likelihood that this issue will be resolved to our satisfaction within 30 days of signing is non-existent. This is not a gain.

## 8. Maintenance and Routine Repairs of Hybrid and Electric Fleet Vehicles

NEB Proposal	Counterpoint
The Corporation shall give training for the maintenance and routine repairs of hybrid and electric fleet vehicles to the appropriate number of Group 3 and 4 employees that work in with a significant number of these types of vehicles.	Most of our fleet is not hybrid or electric. Not only is this item inconsequential, it drastically undersells our demands as developed in Delivering Community Power to help CPC make a full green transition. This is not a gain.

## 9. No Claw-Back of Overpayments of PCIs (RSMCs)

NEB Proposal	Counterpoint
Effective on the date of signature of the agreement there will be no retroactive recovery of alleged overpayments in relation to the annualized total of Personal Contact Items delivered.	This is the only proposal item supported by tangible contract language improvements. If CPC is ceding here, we could have won this following the proper membership-driven negotiation process. This is a tactical error.

## 10. Hourly Rate of Pay (RSMCs)

NEB Proposal	Counterpoint
The Parties have agreed to form a committee to discuss transitioning RSMCs to an hourly rate of pay system. In the event the Committee cannot reach agreement by December 31, 2023, outstanding issues shall become part of the next round of bargaining.	If CPC were willing to actually do this, they would put it in writing instead of stalling with a committee that will go nowhere. This demand, along with merging the Urban and RSMC agreements would be better addressed through the proper negotiation process. This is not a gain.

## 11. New Financial Services

NEB Proposal	Counterpoint
CPC is launching new financial services in partnership with a Canadian bank beginning with a market test in select locations by the end of 2021. Should this market test be deemed successful, CPC intends to launch this service nationally in 2022. CPC has also committed to continued discussions on financial services both within and outside the CUPW-CPC Steering and Working Committees.	Our members voted for a public postal bank staffed by CUPW members, not to subsidize big banks to use our infrastructure for their benefit after they abandoned rural communities. This development will make it harder to establish a postal bank, not easier. This initiative has already been announced by CPC and will be implemented regardless of how we vote on this extension. This is not a gain.