

# Negotiations



cupw•sttp

Canadian Union of Postal Workers, urban operations

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## CUPW PRESENTS FINAL OFFER TO CPC AND ISSUES STRIKE NOTICE

Today, in an effort to break the impasse at negotiations, CUPW presented a final offer to the Canada Post Corporation negotiating committee. The Union also issued its strike notice to the Employer and the Minister of Labour. If we have not reached a negotiated collective agreement we will be in a legal position to strike as of 11:59 p.m. EDT on Thursday, June 2<sup>nd</sup>, 2011.

The Union's new proposal represents a comprehensive offer that reflects the priorities of the CUPW membership. In line with our 94.5% strike vote we once again informed Canada Post management that they must address the demands of the Union that are designed to resolve the problems in the workplace, such as harassment of members who use sick leave and suffer injuries at work, overburdening, insufficient values, forced overtime, inadequate rotation of duties and improper staffing, which lead to injuries and health problems. Likewise, the issues associated with the introduction of CPC's \$2 Billion Modern Post program must be addressed. These include ergonomic studies and the "one bundle" delivery method, as proposed by CUPW.

We reminded management that we remain totally opposed to their proposal for the elimination of sick leave and the imposition of the short-term disability plan. We also told the Corporation that the Union continues to reject the Corporation's proposal for a 22% reduction in the starting wage rate for future hires and two-tier benefits and pensions for current temporary employees and future hires.

The complete text of the CUPW Final Offer is contained in a separate document, which has been distributed to locals and is available on the Union's website: [www.cupw.ca](http://www.cupw.ca)

### Wages and Duration of Agreement

We are proposing a four-year collective agreement with wage increases as follows:

	<u>Groups 1 and 2</u>	<u>Groups 3 and 4</u>
• February 1 <sup>st</sup> , 2011:	\$0.80	\$0.90
• February 1 <sup>st</sup> , 2012:	\$0.69	\$0.78
• February 1 <sup>st</sup> , 2013:	\$0.71	\$0.80
• February 1 <sup>st</sup> , 2014:	\$0.73	\$0.82

The above amounts represent increases of 3.3% as of February 1<sup>st</sup>, 2011 and 2.75% as of February 1<sup>st</sup> of the following three years of the collective agreement.

These hourly rate increases have been calculated based on the PO-5 classification wage rates for Groups 1 and 2 and on the MAM-11 classification rates for Groups 3 and 4. The Union is also proposing a Cost of Living Allowance (COLA) that will fully protect the purchasing power of our wages.

### CUPW's Proposal a Basis of Settlement

There are several other important amendments and clarifications to our positions contained in CUPW's final offer. We believe this offer can be accepted by CPC as the basis of a settlement.

In Solidarity,

Denis Lemelin  
National President and Chief Negotiator

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