

# Urban Operations and RSMC Negotiations 2023-2024



Bulletin #44

November 15, 2024

## STRIKE ON FRIDAY: Here's What You Need to Know

On the morning of Tuesday, November 12, your National Executive Board issued a 72-hour strike notice to Canada Post for both the Rural Suburban Mail Carriers (RSMC) and Urban Operations bargaining units.

The National Executive Board has decided that a **nationwide strike of both bargaining units** will begin on **Friday, November 15 as of 12:01 a.m. Eastern Time.**

### Unresolved Issues

#### *Common*

- **Wage increases** in line with inflation
- **COLA** payments to be rolled into the basic wage rate
- **Increase STDP payments from 70% to 80%** of our wages and increase **Injury on Duty payments to 88%**
- **Add 10 paid medical days** to our 7 paid personal days, and allow medical days to be banked
- **Significant improvements to our group benefits plans**, including increased coverage for health specialists, fertility treatment, gender-affirming care, vision care, and more
- **Precautionary cessation of work for pregnant and breastfeeding employees**
- **Improved protections against technological change**
- **Improved protections against harassment**
- **No contracting out**

#### *RSMC*

- **Job security** rights in line with the Urban agreement
- **Hourly rate system** with appropriate time values, Union involvement, and safeguards against CPC's unilateral change
- **A validation process** to ensure time values are accurate

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CUPW respectfully acknowledges this office is located on the traditional unceded territory of the Anishinaabeg People.

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The struggle continues  
EST 1979

Canadian Union of Postal Workers

- **Maximizing and maintaining 8-hour routes**
- **Corporate vehicle for all RSMCs**
- **Improved rights for On Call Relief Employees (OCREs)**
- **Coverage of all absences**
- **Paid meal and rest period rights** in line with Group 2
- **RSMC involvement in service expansion projects**

### *Urban Operations*

- **The full elimination of Separate Sort from Delivery (SSD)**
- **Time to prepare and deliver Neighbourhood Mail** and changes to Article 50 and Appendices "V-1" and "D" to address route length and overburdening
- **Improved staffing provisions**, including forcing CPC to fill vacancies monthly, the deletion of Clause 39.04, improvements to Clause 39.05, creation of Group 1 relief positions, and changes to Appendix "P" to address local staffing issues
- **Improved rights for Temporary employees**, including access to group benefits plans when working continuous assignments of 6 months or more
- **Rotations of duties for Groups 3 and 4**
- **Paid meal and rest periods for workers** working 5 hours or more
- **Contract in** cleaning, highway services, Combined Urban Services, and other work CUPW members can perform
- **Service expansion projects**, including postal banking, senior and other check ins, and an e-commerce platform

### **Communications**

Stay informed, watch your bulletin boards, email, follow CUPW on twitter at [@cupw](https://twitter.com/cupw), at [facebook.com/cupwsttp](https://facebook.com/cupwsttp) and sign up for CUPW's e-Digest <https://www.cupw.ca/en/cupw-edigest>.

**We are 55,000 strong, and together, we are unstoppable.**

In Solidarity,



Jan Simpson  
National President

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2023 – 2027 Bulletin #160

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Le STTP reconnaît, en tout respect, que son bureau est situé sur le territoire traditionnel et non cédé des peuples anishinaabés.

377, rue Bank Ottawa ON K2P 1Y3  
[www.cupw-sttp.org](http://www.cupw-sttp.org)

**La lutte continue**  
SINCE 1979

**Syndicat des travailleurs  
et travailleuses des postes**

