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

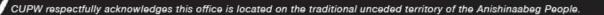
- Wage increases in line with inflation
- COLA payments to be rolled into the basic wage rate
- Increase STDP payments from 70% to 80% of our wages and increase Injury on Duty payments to 88%
- Add 10 paid medical days to our 7 paid personal days, and allow medical days to be banked
- **Significant improvements 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

.../2

Scan here to see recent bulletins >





- 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 ecommerce platform

#### Communications

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

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

In Solidarity,

mpson

Jan Simpson National President

2023 – 2027 Bulletin #160

/MC cupe 1979 /bt cope 225

Balayez le code QR pour voir les bulletins parus récemment >

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

