

MAY 2018

An update to negotiations with CUPW-Urban and CUPW-RSMC

Dear Colleague,

Last December, I was honoured to be appointed Chair of the Board of Directors for the Canada Post Corporation. While the search is underway for a new CEO, I am also serving in that role on an interim basis. In my capacity as Chair and Interim President and CEO, I am writing to share my thoughts on the current round of negotiations and provide an update on where we're at.

Shared desire to reach an agreement

I know that building a strong relationship requires an ongoing effort and real engagement beyond the bargaining table. We are committed to making sure that happens, and recognize how important an element the bargaining process is in building a new relationship.

I believe these negotiations provide us with an opportunity to chart a new, more collaborative path forward at Canada Post. I also fully appreciate that reaching an early agreement is in the best interest of our employees, our mailing and shipping customers and the countless Canadians who rely on our service.

The recent growth we have seen in our parcel business has provided renewed relevance for Canada Post. It is therefore up to both parties to resolve issues and find the common ground needed to reach a deal that sets up the Corporation, and our employees, for future success.

Status of negotiations

The negotiations teams representing Canada Post and both the Canadian Union of Postal Workers – Urban (CUPW-Urban) and CUPW – Rural and Suburban Mail Carriers (CUPW-RSMC) have agreed to move formal collective bargaining discussions to an off-site location in Ottawa starting June 4, 2018. This follows several months of constructive dialogue facilitated by a mediator. Starting the process with the help of a mediator was an idea put forward by the union leadership and we agreed. So far, the process has helped to better define and narrow some issues.

Moving the teams to an off-site location will now allow for meetings between the parties to occur several times a day, providing the opportunity for more comprehensive discussions on important topics. The mediator will continue to be involved in the process.

Appreciation for the work ahead

As we move negotiations forward, I want to thank everyone involved for their hard work and dedication to the collective bargaining process. These are important discussions, but the process often requires long hours for those involved and time away from their families. With a shared appreciation of the importance of successfully concluding negotiations for our employees and our customers, I am optimistic both parties will spare no effort to reach a fair deal as soon as possible.

Thank you for your patience and the service you provide to Canadians every day.

Sincerely,



Jessica L. McDonald
Chair of the Board of Directors and Interim President and Chief Executive Officer