

# URBAN

## DURATION

### Duration of collective agreement

The duration of the collective agreement shall be for a period of 48 months, commencing on February 1, 2018 and expiring on January 31, 2022. (See clause 43.01 at TAB 1)

## WAGES

### Rates of pay

The Corporation is prepared to provide a salary increase to the rates of pay in Appendix "A" as follows: *1.5 per cent for year one; 1.5 per cent for year two; 1.5 per cent for year three; 1.5 per cent for year four.* (Appendix "A" tables to be updated)

## BENEFITS

### Signed text - Dental Plan

The dental fee schedule will be updated every year with a one-year lag in each year of the collective agreement. (Signed text – clause 30.04)

### Extended Health Care Plan (EHCP)

The Corporation proposes to maintain the current level of benefits under the Extended Health Care Plan (EHCP), with the exception of the following changes: (See Side Letters and authorization form TAB 2)

- Physiotherapy: continued unlimited coverage with medical assessment required for access to benefits in excess of \$5,000 per year.
- Fertility Drugs: inclusion of additional fertility drugs on the drug formulary.

### Life insurance and death benefits

The Corporation has committed to maintaining the same level of benefits for eligible retirees under the Basic Life Insurance and Canada Post Paid Death Benefit policies. (See Side Letter at TAB 3)

## LEAVES

### New employees only – vacation leave

Vacation entitlements for employees who become regular on or after the date of signature of the collective agreement will be: four (4) weeks after ten (10) years of service; five (5) weeks after eighteen (18) years of service, and six (6) weeks after twenty-eight (28) years of service. (See clauses 19.01, 19.09, and 19.15 at TAB 4)

### **New employees only - pre-retirement leave**

Employees who become regular on or after the date of signature of the collective agreement will no longer be eligible for pre-retirement leave. (See clause 19.12 at TAB 5)

### **DELIVERY**

#### **Signed text - Future of delivery pilot**

The parties have come to an agreement to work together on joint pilots to test a dynamic routing delivery model that is flexible. The model will test, among other things, a predictable workday for employees and predictable delivery for customers. (Signed text – Side Letter and Appendix “AA”)

#### **Signed text - Information sharing during restructures**

The parties have come to an agreement on the information used by the Union to validate route restructures. (Signed text – clauses 47.04, 47.05, 47.06, 47.23, 47.24, Memorandum of Agreement on Access to Information, Schedules “A”, “B”, “C”, and “D” and Grievance Memorandum of Agreement)

#### **Managing peak season**

In an effort to assist regular employees with their workload during Canada Post’s busiest time of year, maintain delivery standards and meet customers’ needs, the Corporation proposes that a dedicated workforce be created for the peak season (November to January). This group will consist of temporary employees with guaranteed schedules and hours. (See Appendix New2 at TAB 6)

#### **Other Delivery Solutions**

The Corporation proposes that the parties work together to study and update the engineered frequency standard for delivering packets without addressed mail to customers. (See Side Letter in TAB 7)

Canada Post agrees with the Union’s demand that the parties work together to study the mixture of mail and other products for delivery agents. The goal is to ensure delivery agents are not carrying excessive volume and weight. (See Appendix “K-New1”, Appendix “AA” and Memorandum of Agreement in TAB 7)

### **SERVICE EXPANSION AND ENVIRONMENTAL STRATEGY**

The Corporation proposes that the parties work together over the life of the collective agreement to explore a selected set of new financial services. (See Side Letter at TAB 8)

The Corporation proposes that the parties work together over the life of the collective agreement to develop an environmental strategy for Canada Post. (See Side Letter at TAB 8)

## **DIVERSITY IN THE WORKPLACE**

Canada Post proposes the creation of a joint workplace diversity and employment equity committee to find ways to improve diversity in our workplace. This committee will focus on recruitment, workplace readiness, and retention for the company's four designated employment equity groups. This committee will serve to replace the 'Hiring of Aboriginal Employees' sub-committee under Appendix "HH". (See Side Letter and Appendix "HH" at TAB 9)

## **HEALTH AND SAFETY**

### **Signed text - Slip-resistant footwear**

The Corporation and Union agree to promote slip-resistant footwear (snowflake-rated boots) to employees, and the Corporation may offer incentives to encourage employees to purchase such footwear. Employee participation would be voluntary. (Signed text – Side Letter)

### **Health and safety training (Appendix "DD")**

The Corporation proposes that the parties work together to review and recommend changes to the content and method of delivery of health and safety training under Appendix "DD". The objectives are to ensure training is effective, content is up-to-date and relevant, and to minimize duplication while maximizing efficiencies. (See Side Letter at TAB 10)

## **STAFFING**

### **Job security**

The Corporation conditionally agrees to provide to all regular employees job security within 40 kilometres of their work location upon signing the collective agreement. (See clause 53.01 and Side Letter at TAB 11)

### **Holding vacancies in Group 2**

The Corporation clarifies its right to temporarily staff vacant positions in Group 2 in specific circumstances. (See Appendix New3 at TAB 11)

### **Appendix "P" – Full-time staffing in Group 1**

Canada Post proposes changes to Appendix "P" to maximize full-time employment in Group 1. (See Memorandum of Agreements, Appendix "PNew1" framework, 12.02, 14.28, 39.02, 39.03, 39.06, Appendix "P", Side Letter, and Job Description at TAB 12)

## **Employee preferences pilot**

The Corporation proposes that the parties work together to test a model wherein Group 1 and Group 2 temporary employees are called in to work based on their predetermined availability. This pilot will allow temporary employees to pre-select the days they are available for work. (See Side Letter at TAB 13)

## **CHANGES FOR GROUP 3 AND 4 EMPLOYEES**

### **Streamlined job descriptions**

The Corporation proposes to streamline the classifications in plant maintenance for Groups 3 and 4 and to work with the Union over the life of the collective agreement to review and create a single “Group” for Vehicle and Plant Maintenance. The review will address current language and rules. (See Side Letters, clauses 14.17, 14.36, Appendix “OO”, Appendix “J”, and Appendix “A” notes at TAB 14)

### **New classification: Full-Service Mechanics**

Canada Post proposes to create a new classification of Full-Service Mechanics (VHE-10). Those in this classification will receive a \$2.00/hour wage increase. Qualified employees may choose to be reclassified from a VHE-09 Light Vehicle Mechanic to the new VHE-10 Full-Service Mechanic classification. (See Side Letter at TAB 14)

Without limiting the ability of the Corporation to contract out vehicle maintenance work via Appendix “T”, the Corporation confirms that employees in the VHE-09 classification upon the date of signature of the collective agreement will not be declared surplus. (See Side Letter at TAB 14)

## **OTHER**

### **Pension**

The Defined Benefit Pension Plan plays a key role in the financial self-sustainability of Canada Post and there is a need to align it with today’s financial reality. The Corporation is committed to working with the Union to find medium- and long-term solutions to the Pension Plan solvency issue to help keep the Plan healthy. The Corporation proposes that the parties meet regularly over the life of the collective agreement to validate issues and identify potential solutions to address risks associated with the Plan. (See Side Letter at TAB 15)

### **Evening/Weekend delivery**

The Corporation confirms its intention to renew the evening/weekend parcel delivery model under Appendix “JJ” of the collective agreement; however, it seeks to provide the parties with the ability to change the provisions of the appendix to adapt it to evolving market conditions by agreement during the life of the collective agreement. (See Side Letter at TAB 16)

### **Signed Text - Neighbourhood Mail™ - HIMS offices**

In regards to the routes where time values are still in effect for Neighbourhood Mail™ (HIMS offices), the Corporation confirms the side letter dated December 9, 2016 will continue to apply until December 31, 2019. (Signed text – Side Letter)

### **Wave Delivery**

The Union agrees that the Corporation has a right to build delivery agent routes using different delivery start and departure times (“Waves”). (See Memorandum of Agreement at TAB 17)

### **End-of-day collation of Neighbourhood Mail™**

The Corporation confirms the revision to section 1202.29 of the Corporate Manual System. This relates to the inside collation of Neighbourhood Mail™ for centralized points of call that have three (3) or more mailings. (See Side Letter at TAB 18)

### **Appendix “C”**

The Corporation is updating Appendix “C” by removing Memorandums of Agreement that are no longer applicable. (See Appendix “C” at TAB 19)

### **Clarification - Post-retirement health care benefits**

The Corporation confirms access to post-retirement benefits to employees who do not have fifteen (15) years of continuous service, who are unable to continue working due to disability and are of pensionable age, provided certain conditions are met. (See Side Letter at TAB 20)

### **PAST PRACTICES**

#### **Overtime for training**

The Corporation confirms that, upon the collective agreement being signed, employees attending training will be paid for overtime calculated in accordance with their actual hours worked. (See Side Letter at TAB 21)

#### **Route updates**

The Corporation proposes the parties renew their mutual agreement with respect to when and how the Corporation will perform route updates. (See Memorandum of Agreement at TAB 22)

## HOUSEKEEPING

A number of housekeeping items and minor issues have been discussed by the parties in this round of negotiations. The list appears below. (Unless signed or otherwise specified, language on all housekeeping and minor issues can be found at TAB 23)

- 5.01 – add “genetic characteristics” (Signed Text)
- 9.39 – update to reflect those arbitrators who have retired
- 11.01 – amended the French (Signed Text)
- 15.01 – edit to make English match French
- 15.02 – edit to make English match French
- 15.25 – edit to make French match English (Signed Text)
- 20.02 – remove reference to transition language
- 20.04 – remove reference to transition language
- 20.05 – remove reference to transition language
- 23.01 – legislated changes to maternity leave
- 23.06 – legislated changes to parental leave
- 33.26 (b) – deleted (Signed Text)
- 35.05 – delete reference to Appendix “D-2”
- 44.11 – remove superfluous language
- 44.17 – deleted reference to Appendix “D-2” (Signed Text)
- 56.01 – legislated change to include protected ground
- Appendix “A” – delete note 11 (see Appendix “A” notes in TAB 19)
- Appendix “D” – delete
- Appendix “D-1” – remove reference to D-2
- Appendix “D-2” – delete first sentence of intro-preamble
- Appendix “K-2” – delete
- Appendix “Z” – delete as no longer applicable
- Appendix “LL” – correct grammatical error

The terms of this global offer, which includes all provisions of the collective agreement that expired on January 31, 2018, except those provisions which are expressly referred to herein, form an all-inclusive without prejudice offer to enter into a collective agreement. While the foregoing summary generally describes the global offer, it is the enclosed contractual text which, when finalized and accepted, shall form the sole basis of an agreement between the parties. The Corporation reserves its right to amend or withdraw this global offer, in whole or in part, at any time prior to its acceptance.