

**Ann Therese MacEachern**

Interim Chief Human Resources Officer

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October 22, 2018

Dear employee,

While we remain at the bargaining table, ready to negotiate, the Canadian Union of Postal Workers (CUPW) today began strike action. That choice is within their rights under the *Canada Labour Code*. As a result, Canada Post will follow the process in the *Code* to change the terms and conditions of your employment.

When CUPW issued a strike notice on October 16, we advised you that we would change employees' terms and conditions only if the Union began some form of legal job action. We hoped that would not occur, but it has.

Effective immediately, the terms and conditions of your employment have changed. But because we do not wish to cause any undue hardship to you and your family, we are still offering you and your dependants dental, vision & hearing and Extended Health Care Plan (EHCP) – including applicable prescription drug coverage. To provide you with clarity, more details are in the document provided with this letter.


In addition, if we receive requests for exceptions from employees facing extenuating circumstances that we could not reasonably foresee, my commitment is that we will review them in an effort to offer them and their families relief on a compassionate basis.

We will continue to negotiate with the Union. Our goal is to arrive at a negotiated settlement that recognizes your significant contribution to the company's success and sets a more collaborative path. I ask for your continued patience under these circumstances.

Once again, we regret the uncertainty that our labour situation has created for you and your family about things that affect you personally.

Please stay informed by visiting **canadapost.ca** and clicking on "I'm an employee."

Sincerely,



Ann Therese MacEachern,  
Interim Chief Human Resources Officer

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