

# CPAA ratifies collective agreement after respectful negotiation process

January 2020

Dear Colleague,

Canada Post and the Canadian Postmasters and Assistants Association (CPAA) are pleased to announce that members of the Association have ratified a five-year collective agreement.

The parties reached a tentative deal in December 2019 following respectful, collaborative and productive discussions that started more than a year before.

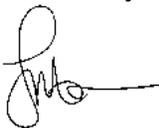
The CPAA agreement provides wage increases in every year of the deal, as well as improved health-care benefits.

The new collective agreement is retroactive to January 1, 2019, and will expire on December 31, 2023.

Highlights of the agreement appear inside this package. Please review them carefully. If you have questions, contact your team leader.

Together, we thank both negotiation teams for their collaborative efforts to reach this new collective agreement. Thank you, as well, for your patience and ongoing focus on the customer.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan Margles".

Susan Margles  
Chief People and Safety Officer  
Canada Post Corporation

A handwritten signature in black ink, appearing to read "Brenda McAuley".

Brenda McAuley  
National President  
Canadian Postmasters and  
Assistants Association

Enclosure

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# HIGHLIGHTS

## Pocketbook issues

### **Annual wage increases**

Wage rates increase by 2% annually in all five years of the collective agreement, retroactive to January 1, 2019. You will receive a payout for your 2019 retroactive pay increase on an upcoming pay statement. Details to follow.

### **Increase to leasing allowance**

There is a leasing allowance increase of 2.5% per year for postmasters who provide the post office premises.

### **Elimination of “one-third formula”**

The “one-third formula” for payment of “available hours” has been eliminated. Available hours will be converted to “survey hours” and paid at 100%, instead of at 1/3 of the associated hourly rate of pay.

### **Extra uniform points**

Part-time and term employees with at least six months of continuous service will receive an increase in uniform entitlement (40 points) for the purchase of a skirt or pants.

## Benefits

### **Improved dental benefits**

Reimbursements for dental care will increase in every year of the five-year agreement. The benefit, as identified in the Dental Fee Guide, will continue to be based on a one-year lag. For example, the 2018 guide applies to 2019.

### **Increases to allowance for major dental work**

The maximum allowance for major dental work has increased to \$2,000 per year from \$1,500. Canada Post will continue to cover up to 70% of costs.

### **Increases to hearing aid allowance**

The allowance for hearing aid coverage has increased to \$1,000 every five years from \$500. Canada Post covers up to 80% of costs.

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# Non-monetary matters

## **Job security**

Job security provisions remain unchanged for those employees who are currently covered and are extended to Group Postmasters in group offices not owned or leased by Canada Post.

## **Liaison Fund**

The parties agree to consider financial services proof-of-concept projects in select locations.

## **Better information sharing promised**

Canada Post has agreed to share with CPAA information on members who have been accepted to the Short-term Disability Plan or Provincial Workers' Compensation Boards.

## **Mailing of transfer forms accepted**

Transfer forms may be mailed or you can continue to send electronically to the Corporation's designated transaction centre.

## **Joint Uniform Committee established**

The parties have agreed to form a Joint Uniform Committee to consult on matters relating to uniforms.

## **Staffing Committee reinstated**

The parties agreed to resurrect the Staffing Committee. During staffing interviews, candidates may request and receive a copy of questions being asked.

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