



November 15, 2024

Terms and conditions of employment – CUPW-URBAN

Canada Post implementing new terms and conditions of employment

The current collective agreements no longer apply for CUPW-represented employees in the Urban and RSMC bargaining units. Canada Post is making adjustments to its operations, as allowed under the *Canada Labour Code*, based on operational realities and business needs. Effective **Friday, November 15 at 8 a.m.** ET, all employees in the Urban bargaining unit have the following changes to their terms and conditions of employment. Canada Post is:

STAFFING

- Adjusting staffing levels, including through layoffs and reductions in the number of temporary employees and part-time hours.
 - This also includes ending all assignments held by CUPW Urban temporary and part-time employees in Group 1 and Group 2 for: Long Term Absence; and Coverage of Known Periods of Absences.
 - This means all part-time employees currently in full-time assignments revert to their previous part-time roles.

PAY

- Paying employees for hours worked at the same rate of pay as on the day before these terms and conditions came into effect.
- Cancelling additional allowances, with some exceptions:
 - lead hand;
 - meal and beverage;
 - on-call/stand-by;
 - private vehicle kilometres;
 - householder bonus; and
 - over-assessed routes.

OVERTIME

- Paying any overtime at 1.5 times the regular hourly rate.



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VACATION AND OTHER LEAVE

Making the following changes regarding leave:

- All vacation leave is cancelled. Employees who obtain approval to remain off will be on leave without pay.
- If requested, specific leave required under the *Canada Labour Code* will be approved as applicable. These include the following:
 - bereavement leave; personal days and personal days no carry over (CLC medical leave); leave for victims of family violence; leave for court or jury duty; personal leave; leave for traditional Indigenous practices.
- All Union Leave will be unpaid. Local Joint Health and Safety Committee (LJHSC) activities will continue to be paid as required.
- All other new or pre-approved requests for paid or unpaid leave will be subject to management approval and be without pay.

PENSION

- Considering any period of time employees are not working as a result of a labour disruption as non-pensionable time.

BENEFITS

- Discontinuing the following benefits:
 - Extended Health Care Plan, including prescription drug coverage;
 - Dental Care;
 - Vision and Hearing;
 - Disability Insurance claims with a date of disability on or after the effective date of these terms and conditions; and
 - Adoption and maternity allowance.

SHORT-TERM DISABILITY PROGRAM (STDP)

- Stopping the payment of STDP claims with a date of disability prior to the effective date of these terms and conditions.
- Not accepting STDP claims with a date of disability on or after the effective date of these terms and conditions.

INJURY ON DUTY

- Having all new, pending and approved Injury on Duty (IOD) claims paid directly by the applicable workers' compensation boards in accordance with their respective legislation.

UNION DUES

- Not collecting union dues and union insurance deductions.
- Ceasing all payments to various union funds.