



New CPAA Collective Agreement

January 1st, 2024

This fact sheet provides a summary the collective agreement between Canada Post and the Canadian Postmasters and Assistants Association (CPAA).

To view the full collective agreement online, please visit infopost.ca/cpaa-agreement-e/ or cpaa-acmpa.ca/wp/cpaa-collective-agreement/ or scan this QR code:



Please print and share this message with all CPAA members.

What is it?

Canada Post and the Canadian Postmasters and Assistants Association (CPAA) have signed a three-year collective agreement.

The new collective agreement is effective from **January 1, 2024 to December 31, 2026.**

Who does it apply to?

All term and indeterminate CPAA employees.

Wage Increase

Appendix A & AA

There is an annual wage increase, retroactive to **January 1st, 2024.**

- January 1st, 2024 – 6%
- January 1st, 2025 – 3%
- January 1st, 2026 – 2%

Retroactive payouts occurred in **PP17, payment date, August 28th, 2025.**

Signing Bonus

A signing bonus was paid out to all employees who were active or inactive on **June 13th, 2025.**

- Postmasters and Full Time - \$1,000.00
- Terms and Part Time - \$500.00

Payout of the bonus occurred in **PP16, payment date August 14th, 2025.**

Leasing Allowance

Appendix I

There are 2 changes to the leasing allowance:

- Payments will be made every January 1st.
- There is an annual increase to leasing allowance, retroactive to **January 1st, 2024**.
 - January 1st, 2024 – 5.5%
 - January 1st, 2025 – 3.5%
 - January 1st, 2026 – 3.5%

Retroactive payout of the allowance occurred in **PP16, payment date August 14th, 2025**.

Isolated Post Allowance (IPA)

Article 47

Appendix D – Part 1

There is a one time 5% increase for all designated IPA sites as per Appendix D – Part 1.

Eligible employees received a lump sum payment, retroactive to **January 1st, 2024**.

Retroactive payouts occurred in **PP16, payment date August 14th, 2025**.

Senior Assistant Allowance

Article 42.01

The annual allowance has increased from \$405.00 to \$415.00.

Eligible employees received a lump sum payment, retroactive to **January 1st, 2024**.

Retroactive payouts occurred in **PP16, payment date August 14th, 2025**.

Supplemental Allowance

Letter of Understanding (LOU)

There are 2 changes to the supplemental allowance:

- Increase to the fund, from \$450,000.00 to \$470,000.00.
- Increase to the maximum amount an employee can receive, from \$700.00 to \$730.00.

Payout of the allowance occurred in **PP17, payment date August 28th, 2025**.

Bereavement Leave

Article 26.06

Bereavement leave can now be taken in one or two periods not extending beyond six weeks after the latest of the days on which any service or ceremony occurs.

Exceptional circumstances can be considered.

December Vacation Period

Article 23.01

Vacation can now be taken between December 25th and December 31st.

Recall during Vacation

Article 22.03

Article 22.22

Group Postmasters and part-time employees recalled from vacation are now entitled to:

- Pay at 2 times their hourly rate.
- Paid for a minimum of 3 hours.
- Reimbursement of expenses.

Displacement of Vacation

Article 22.01 (d)

Group Postmasters can displace vacation for the following reasons:

- Bereavement Leave.
- Special Leave with pay due to illness of immediate family.

The displaced vacation day can either be:

- Added to the vacation period if requested by the employee and approved by the Corporation.
- Reinstated for use at a later date.

Vacation Payout

Article 22.01 (d)

Group Postmasters will receive vacation payout for all additional hours worked outside of their planned weekly working hours.

Letter of Understanding (LOU)

Article 40 – Acting Pay

Two changes have been made to the LOU.

- Appendix AA salary grid is included.
- The retroactive period is 6 months.

Overpayments

Article 35.10

There have been two changes:

- Reasons for recovery must be included in the letters.
- Overpayment recovery will not exceed 10%.

Order of Priority for Acting Assignment

Article 11.08

Acting Assignment

- Qualified term employees with continuous employment are offered assignments before employees within the 50-km radius.

Order of Priority for Indeterminate Assistant Positions

11.02 & 11.03

Indeterminate Assistant Position

- Qualified term employees without continuous service have been added to the order of priority.

Important Note: This does not apply to Senior Assistant positions.

Order of Priority for Extra Hours

Article 20.13

Extra Hours

- Qualified term employees without continuous service have been added to the order of priority.

Transfers

Article 11.05

Two changes have been made to the transfer process:

- A new form allows for application to multiple positions and multiple offices on one form.
- Transfer lists will close 14 days prior to a job being posted.

Virtual Interviews

Article 11.06

The employer can decide to conduct interviews through a virtual platform.

National Joint Committee on Staffing

LOU

The scope of the committee has expanded.

Electronic Collective Agreements

Article 3.03

Employees will no longer receive a hard copy of the Collective Agreement unless requested and supply is available. A notice will be sent with the URL to access the CA online.

Grievance Procedure Signatures

Article 7.07

The grievance forms can now be signed by an Association representative on the employee's behalf.

Arbitrator List

Article 7.22

The arbitrator list has been refreshed.

Arbitration – Document Exchange

Article 7.21

The parties shall endeavor to exchange documents no later than one week prior to the hearing date.

IPA Committee

NEW *Letter of Understanding*

A national joint committee will be established to evaluate existing criteria and definitions for what qualifies as an isolated post office.

No removals or additions will take place during the life of the collective agreement.

Dental Fee Guide

Article 34

The index has been updated.

Cost of Living Allowance (COLA)

Article 35.07

Contract dates were updated.

Uniforms – Maternity Wear

Article 53

There has been an increase in the expense amount for maternity wear. The amount is based on weekly hours.

- 10 hours or less: \$100.00
- 11 hours to 24 hours: \$185.00
- 25 hours and more: \$250.00

Child Care Fund

NEW *Appendix “S”*

A newly established fund has been created, the Child Care Fund.

Travel Policy

The Management, UPCE, & APOC policy has been updated to include CPAA represented employees.