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November 12, 2024

Dear Colleague,

Canada Post has received notices from the Canadian Union of Postal Workers (CUPW), for both Urban and RSMC (Rural and Suburban Mail Carriers) bargaining units. The notices indicate that CUPW intends to begin strike activity.

The company's volumes have already been impacted by the uncertainty of a labour disruption leading into the holiday season. Customers continue to move their parcels to other delivery companies and cancel direct marketing campaigns.

Canada Post must now make further adjustments to its operations, as allowed under the *Canada Labour Code*, based on operational realities and business needs. Canada Post has notified CUPW that it will be changing the terms and conditions of employment for all employees represented by the union.

Unless new agreements are reached, the current collective agreements between Canada Post and CUPW will no longer apply as of Friday, November 15. The Corporation will then be in a legal position to introduce new terms and conditions of employment for all CUPW-represented employees.

Under the new terms and conditions, the Corporation will:

- adjust staffing levels in operations to reflect operational realities, including but not limited to layoffs as well as reductions in the number of temporary/on-call employees and part-time hours;
- adjust leave provisions and benefits in line with the statutory minimum conditions established under the *Canada Labour Code*.

A full summary of these changes is enclosed. We will let you know when they come into effect.

I recognize how important these negotiations are to you and your loved ones. It is critical for both parties to focus their energies on resolving issues to reach negotiated agreements without a labour disruption.

We are committed to reaching negotiated agreements that protect and enhance what's important to CUPW-represented employees, while responding to the challenges facing the country's postal service.

Thank you for your continued patience as we work through this process – I know it is not easy. If you or someone in your family needs support, our confidential Employee and Family Assistance Program (EFAP) is available 24/7 at no cost by calling 1-866-565-4903 or by visiting homeweb.ca.

Sincerely,

Doug Ettinger
President and CEO

Stay informed

Visit the Negotiations Hub and sign up for email updates, directly to your inbox. Go to canadapost.ca and select "I'm an employee" at the bottom of the page.