

Summary

Tentative agreement between Canada Post and CUPW

The parties have agreed to the following:

Key highlights

- A five-year (61-month) agreement will start retroactively on January 1, 2024 and expire on January 31, 2029, to align the expiry dates of both Urban and RSMC collective agreements.
- Higher wage increases: a 6.5% increase in year one (including the 5% already received) and 3.0% in year two. For years 3, 4 and 5, annual wage increases will match the annual inflation rate of the Consumer Price Index (CPI). The cost-of-living allowance (COLA) will be suspended for the life of the agreement, since wage increases will match the CPI.
- The per-piece parcel amount will increase from \$2 to \$2.25.
- Employees will maintain their Defined Benefit pension. For employees with work schedules of 12 or more hours per week, all straight-time hours will be counted as pensionable service.
- Employees will have access to an enhanced health benefits plan and better income replacement for injury-on-duty leave and leave under the short-term disability program (STDP).
- 6 non-carry over personal days will be locked into the collective agreement, for a total of 13 personal days in the agreement.
- No recovery of overpayments related to the annualized total of Personal Contact Items.
- The minimum scheduled hours for Permanent Relief Employees (PREs) will increase to 20 hours per week.
- Enhanced job security provisions.

Changes to our delivery model and other operational adjustments

To streamline our staffing model to support seven-day delivery:

- PREs will become Permanent Flex Employees (PFEs).

- PFEs will continue to provide weekday route coverage, with some new schedules introduced for Saturday and Sunday deliveries. PFEs will continue to have at least two consecutive days off per week.

Items no longer on the table

To reach tentative agreements, Canada Post removed Load Leveling from its previous offer. Canada Post also withdrew its proposal for a defined contribution pension for employees hired in the future.