

Summary

Tentative agreement between Canada Post and CUPW

The parties have agreed to the following:

Key highlights

- A five-year (60-month) agreement will start retroactively on February 1, 2024 and expire on January 31, 2029.
- Higher wage increases: 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 would 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 CPI.
- Employees will maintain their current job security provisions.
- No changes to employees' Defined Benefit pension.
- 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.
- The minimum scheduled hours for part-time employees will increase.

Changes to our delivery model and other operational adjustments

- New part-time positions will be created to support weekend parcel delivery and deliveries during the week.
- An agreement to address several concerns about Separate Sort from Delivery (SSD).
- The number of corporate post offices protected in the Urban collective agreement will be adjusted to 393.

Items no longer on the table

To reach tentative agreements, Canada Post removed items from its earlier offers, including the proposals for Dynamic Routing and Load Leveling. Canada Post also withdrew its proposal for a defined contribution pension for employees hired in the future.