



PSAC/UPCE-represented employees ratify new four-year collective agreement

May 2020

Dear Colleague,

We are pleased to announce that members of the Public Service Alliance of Canada/Union of Postal Communications Employees (PSAC/UPCE) have ratified a four-year collective agreement with Canada Post ending August 31, 2024.

The new collective agreement provides yearly wage increases of 2% over four years starting September 1, 2020, as well as improved benefits and leave entitlements. Highlights of the agreement are listed on the following page.

This unique round of expedited bargaining took less than three months to complete. We wish to thank our bargaining teams, who worked through the COVID-19 pandemic to reach a tentative agreement in April 2020.

We would also like to thank all PSAC/UPCE-represented employees for their patience and ongoing focus on customers, especially during these exceptional circumstances.

Sincerely,

A handwritten signature in black ink, appearing to read "SM", with a long horizontal flourish extending to the right.

Susan Margles
Chief People and Safety Officer
Canada Post Corporation

A handwritten signature in black ink, appearing to read "François Paradis", with a long horizontal flourish extending to the right.

François Paradis
National President
Union of Postal Communications Employees

Pocketbook issues

Annual wage increases

Wage rates increase by 2% on September 1 each year of the four-year collective agreement, which expires August 31, 2024.

The parties also solidified the base rate for Volume Counters, who will be paid at a minimum Step 2 of the UPCEA01 classification.

Cost of Living Allowance

We've updated your cost of living allowance (COLA) for the duration of the collective agreement.

Benefits and leaves

The collective agreement also improves benefits and leaves:

Extended Health Care Plan

The maximum eligible amount for paramedical expenses in relation to psychological services increases to \$2,000 in any one calendar year.

Dental benefits

The benefits, as identified in the Dental Fee Guide, will continue to be based on a one-year lag. For example, the 2019 guide applies in 2020.

Bereavement Leave

You are entitled to three paid days of bereavement leave. This aligns with paid leave provisions under the *Canada Labour Code*.

Birth and Adoption Leave

Employees no longer need to exhaust Personal Days before being eligible for two paid days off for the birth, or adoption, of a child.

Parental Leave Without Pay

Employees no longer need to complete six months of continuous employment to be eligible for this leave. This aligns with provisions under the *Canada Labour Code*.

Quarantine Leave With Pay

This new category of paid leave is being restored to your collective agreement.

Short-Term Disability Program

We've streamlined the appeals process by eliminating the second-level appeal. What remains is the initial appeal and the final independent review process. As well, the period for the union to submit material to the case manager has increased to 40 days from 30; and the parties have 20 days instead of 15 to agree on the appointment of an Independent Occupational Health Specialist.

Other

"Term" to "indeterminate status"

Term employees will become indeterminate after working at the Corporation and performing work in the bargaining unit for three years – irrespective of whether they were in the same position for the entire period. This does not apply for term employees hired to backfill leaves of absence or term employees hired in project positions.
