



# CANADA POST CORPORATION NEGOTIATIONS 2024

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## Comprehensive Bargaining Demands

January 30, 2025

**Preamble:**

This document represents the Union's comprehensive bargaining proposals for this round of negotiations for the Canada Post Corporation bargaining unit. These demands include the Union's proposals submitted on August 20, 2024, November 21, 2024 (Bargaining Demands #2) and January 28, 2025 (Bargaining Demands #3). These demands are being submitted without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

Should there be any discrepancy or conflict between this package of demands and the original proposals, the latter shall take precedence.

**Union Bargaining Team:**

Jamie Benoit – Nova Scotia  
Lana Van Bradt – Ontario  
Trevor Garden – Manitoba  
Jocelyne Menard – NCR  
BT Nguyen – Ontario  
Sylvain Samoisette – Québec

Hassan Hussein, PSAC Negotiator  
Christopher Schwartz, PSAC Research Officer

## ARTICLE 2 INTERPRETATION AND DEFINITIONS

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The Union reserves the right to introduce a new definition of “Work Section” pending discussion and clarification between the parties. We are seeking clarification from the Employer on their interpretation of the term “Work Section” as used in Clause 24.05 below:

### *24.05 Seniority Rights*

*Seniority shall be used to accommodate employees preferences as follows:*

- (a) selection of shift and work schedules within the work section among positions of a similar nature;*
- (b) choice of vacation periods within the work section;*
- (c) in the application of the staffing procedure;*
- (d) selection of vacant positions of a similar nature within the same work section;*
- (e) in the application of job security provisions.*

## ARTICLE 7 WORK IN THE BARGAINING UNIT

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### 7.01 Work in the Bargaining Unit

Work normally and regularly done by an employee in the bargaining unit **or work covered by the bargaining certificate as issued by the Canada Labour Relations Board on June 18th, 1993 and as amended on November 19th, 1993** shall not be performed ~~on a regular basis~~ by another Corporate employee outside the bargaining unit ~~unless that work also forms a bona fide part of the duties of that employee.~~

## ARTICLE 8 CHECK-OFF

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### 8.04 Alliance's Exclusive Right to Membership Dues

No Trade Union, as defined in Section 3(1) Part I, of the *Canada Labour Code*, other than the Alliance, shall be permitted to have membership dues and/or other monies deducted by the Corporation from the pay of employees in the bargaining unit. **Shall the Corporation mistakenly deduct dues for another Union from the pay of employees, the Corporation shall be responsible for refunding these dues to the member concerned**

## ARTICLE 9 INFORMATION

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### 9.01 Employee Lists

The Corporation agrees to provide, on a ~~semi-annual~~ **monthly** basis, within five (5) working days of **the first of each month** ~~January 1<sup>st</sup>, and July 1<sup>st</sup>~~ of each year:

- (a) To the Local, a list of the name, classification and work location of each employee in the bargaining unit;
- (b) To ~~the National President of the Component~~ **a National Union Representative**, a complete report of each position in the bargaining unit, including both filled and vacant positions, that will identify the name of the incumbent, classification, job number, personnel number, position number, job title, **whether the incumbent is acting in another pay level, e-mail and mailing address** and name or position to which the incumbent reports;
- (c) To ~~the National President of the Component~~ **a National Union Representative**, a list of bilingual positions by class, level and location.

### 9.02 Copies of Collective Agreement

The Corporation agrees to supply each employee with a copy of the collective agreement as soon as possible from receipt from the printer or at a maximum of ninety (90) days after signing the collective agreement.

### 9.03 New Employees

The Corporation ~~agrees to~~ **shall** acquaint new employees with the fact that a collective agreement is in effect and ~~to~~ **shall** provide such employees with a copy of the collective agreement together with an application for membership in the Alliance within five (5) days from the first day of working on the job. In order to allow the Corporation to comply with this provision, the Alliance shall provide the appropriate local management of the Corporation with sufficient quantities of applications for membership in the Alliance.

### 9.04 Introduction of Union Representatives

Where the Union representative is located in the same facility, the Corporation agrees to introduce a new employee, or an employee transferred from another installation, to her union representative and/or alternate on the first day of working on the job.

### **9.05 Representatives Outside the Work Location**

If the union representative or her alternate are outside the work location of the employee, the Local will provide the Corporation written notification of the name, address, work location and telephone number of the union representative. The Corporation will provide new and/or newly transferred employees with a copy of such notification **Full-time officers of the Union, or local union representatives not on post office duty, will be granted permission to enter the non-public area(s) of a postal installation for the purpose of meeting with the new and/or transferred employee(s).**

**Employees working remotely shall be provided with thirty (30) minutes of paid time within their first one (1) week of work to meet virtually with their union representative.**

### **9.06 Notification of Newly Appointed Employees**

The Corporation shall provide the Local, within a period of fifteen (15) days, the names, classification, position number and work location of newly appointed employees, **clearly identified**, in electronic format.

## **ARTICLE 12**

### **PROVISION OF BULLETIN BOARD SPACE AND OTHER FACILITIES**

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#### **12.01 Bulletin Boards**

Bulletin boards shall be provided by the Corporation for the use of the Alliance at convenient locations, **including electronically**, as determined by joint consultation between the Alliance and the Corporation. The contents of notices or other material posted on the bulletin boards shall require the prior approval of the Corporation except for notices dealing with Alliance meetings, Alliance elections, and Alliance educational programs. Such approval shall not be unreasonably withheld.

## ARTICLE 13 DISCRIMINATION

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### 13.01 No Discrimination

- (a) The provisions of the Canadian Human Rights Act shall be adhered to. There shall be no discrimination on the grounds of race, creed, national or ethnic origin, colour, religion, religious affiliation, age, sex, marital status, sexual orientation, **gender identity or expression**, family status, **genetic characteristics**, mental or physical disability, conviction for an offence for which a pardon has been received **or in respect of which a record suspension has been ordered**, or membership or activity in the Alliance.

## **ARTICLE 15 HEALTH AND SAFETY**

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### **15.01 Policy statement**

The parties recognize the right of an employee to working conditions which respect for her health, safety and physical **and psychological** well-being.

The Corporation and the Union recognize that the maintenance and development of the employee's general well-being constitute a common objective.

As a result, all efforts shall be deployed to prevent and correct any situation and any conduct liable to compromise the health and safety of employees or deteriorate the work environment.

### **15.05 Rights and Obligations of Employees**

- (a) Employees are responsible for taking the necessary measures to ensure their health, safety and physical **and psychological** well-being.

They must also ensure that they do not endanger the health, safety or physical well-being of other persons in or near the workplace.

### **NEW – Memorandum of Understanding**

**During the 2024 round of collective bargaining, the employer was made aware of multiple issues involving Work Place Health and Safety Committees.**

**As such, the employer – recognizing its obligations under the Canada Labour Code – agrees as follows:**

**That in all facilities where the Alliance is the representative of twenty (20) or more employees, it shall, by DATE HERE, update the Terms of Reference for Joint Work Place Health and Safety Committees in order to ensure that at least one (1) representative shall be appointed by the local of the Alliance. Further, the employer shall ensure that all work Place Health and Safety Committees' Terms of Reference will be updated to both clarify and ensure that all workers are covered under the scope of Work Place Health and Safety Committees and their responsibilities, not limited to inspections and investigations.**

**The template language as well as all updated Work Place Health and Safety Committees terms of reference shall be provided to the National President of the Component by DATE HERE.**

**Alliance representatives shall benefit from the same rights and responsibilities as detailed in Article 15 of this agreement.**

**As these issues were identified in the field, this MOU does not apply to the LJOSH committee covering Canada Post headquarters, located at 2701 Riverside Drive in Ottawa, Ontario.**

**Signed,**

**Paul Mekis  
Canada Post Corporation**

**Hassan Hussein  
Public Service Alliance of Canada**

## ARTICLE 19 GRIEVANCE PROCEDURE

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### **19.08\* Grievances and Replies Sent By Email Mail**

(a) \* When it is necessary to present a grievance by ~~email~~mail, the grievance shall be **considered**~~forwarded by registered mail and shall be acceptable as having been:~~

i) \* presented on the day **the email** it was **sent** postmarked;

and

ii) \* received by the Corporation on the date **the email was dated as received**  
~~on which the registry receipt is signed.~~

(b) \*Similarly, replies to the grievance shall be ~~sent forwarded by email~~ registered mail and such a reply shall be **considered**~~accepted~~ as having been:

i) ~~\*Sent forwarded~~ by the Corporation on the date on which **the email was sent** it was registered,

and

ii) \*received on the date on which the **email was dated as received** Alliance signed the registry slip for its copy of the reply.

\*The time limit within which the Alliance may submit the grievance to arbitration shall be calculated from the **next day after the email is received** ~~day on which the Alliance signed the registry slip for its copy of the reply.~~

**\*All grievance submissions and replies shall include the grievance number in the email subject line and in the attachment name.**

### **19.11 Right to Arbitration**

When a grievance has been presented and has not been dealt with to the satisfaction of the Alliance, the Alliance may refer such grievance to arbitration if it is a complaint concerning **but not limited to:**

### 19.13 Grievances to be Heard Using Expedited Arbitration

- (a) Except as provided in this agreement or mutually agreed otherwise, grievances shall be heard using an expedited hearing process as set out below.
- (b) The parties agree not to use practicing lawyers to argue a case at expedited arbitration. **“Practicing Lawyers” in this case shall mean lawyers hired from outside of Canada Post Corporation or the Public Service Alliance of Canada/Union of Postal Communications Employees.**
- (c) The parties shall make every reasonable attempt to proceed by admission and minimize the use of witnesses.
- (d) A pre-arbitration meeting shall be held at least ten (10) working days prior to the scheduled hearing date of the grievance.
- (e) Whenever possible the arbitrator shall deliver the decision orally at the conclusion of the hearing giving a brief résumé of the reasons for the decision and then confirm these conclusions in writing within ten (10) days of the date of hearing.

When it is not possible to give an oral decision at the conclusion of the hearing, the arbitrator shall render it in writing with a brief résumé of the reasons. The arbitrator must render the written decision as soon as possible but at all times within ten (10) days of the date of the hearing.

- (f) The decision of the arbitrator, in the expedited format, shall not constitute a precedent and shall not be referred to in subsequent arbitrations. Further, such decisions may not be used to alter, modify or amend any part of the collective agreement.
- (g) Such decisions from the expedited format shall be final and binding upon both parties.

## 19.17\* List of Arbitrators

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### Atlantic

~~J.A. MacLellan~~

**Lynne Poirier**

Michel Doucet

Lorraine P. Lafferty

### Pacific

~~Kate Young~~

~~Mark Brown~~

~~Colin Taylor~~

**Ken Saunders**

**Amanda Rogers**

### Québec and Montréal

Jean-Guy Clément

~~André Rousseau~~

André Bergeron

~~Huguette Gagnon~~

Amal Garzouzi

**Francine Lamy**

### York and Huron

William Kaplan

~~John Brunner~~

Russell Goodfellow

~~Kenneth A. Hinnegan~~

**Diane Gee**

**Graham Clarke**

### Rideau and Head Office

~~Michelle Flaherty~~

Paula Knopf

~~Kenneth A. Hinnegan~~

~~John Brunner~~

Marc Mancini

Jean-Guy Clément

~~Russell Goodfellow~~

**Amal Garzouzi**

**Graham Clarke**

**Eli Gedalof**

### Mid-West and Foothills

~~A.V.M. Beattie~~

David Philip Jones

Ken Norman

**19.18**

(d) Employees are encouraged to discuss the classification of their position with a management representative who is knowledgeable in classification, before presenting a classification grievance. **They should be accompanied by a Union representative during this discussion.**

(e) Information relevant to the grievance, such as the job description, evaluation and rationale, changes in the duties and statements made by the supervisor or the employee shall be exchanged, **in a timely manner** prior to the hearing, for the purpose of informal discussion with classification personnel of both parties, if requested.

## **ARTICLE 21**

### **STATEMENT OF DUTIES**

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#### **21.01 At Employee's Request**

The Corporation shall, upon written request by the employee, provide within ten working days of that request the employee with a **complete and current** statement of duties, a job description of her position, an organization chart of her work classification level and the point rating allotted by factor.

#### **21.02 When Employee First Hired or Reassigned to Another Position**

When an employee is first engaged or when an employee is reassigned to another position in the bargaining unit, the Corporation shall, upon written request by the employee, before the employee is assigned to that position, provide the employee with a **complete and current** statement of duties and a job description of her position.

#### **21.03 Changes to Job Description and Position**

In the event of a change to the job description of the position of an employee, she will be consulted in regard to the change, and within ten (10) working days be provided with a copy of the new job description, at which time a copy will be forwarded to the appropriate Local office, as well as the National office of the Component.

#### **21.04 Job Description**

The employee's job description shall reflect the duties and responsibilities currently expected of the employee.

#### **21.05 Job Function and Duties**

The Corporation will endeavour to deliver job descriptions to the National office of the Component within ninety (90) days of the signing of the collective agreement.

#### ***NEW***

#### **21.06 New job descriptions**

**Upon the creation or modification of job descriptions, the National office of the Component shall be provided with the new job description within thirty (30) days.**

## ARTICLE 23

### EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES

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#### 23.01 Formal Assessment

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(b) The Corporation's representative(s) who assess an employee's performance must have observed or been aware of the employee's performance for ~~at least one-half (1/2)~~ of the **full** period for which the employee's performance is evaluated.

(c) The format and criteria of employee performance reviews shall be discussed **through meaningful consultation annually** with the bargaining agent **prior to the commencement of the evaluation period**.

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#### 23.05 Criteria for Evaluation

Criteria for employee performance review shall be made available to the employee before the start of the evaluation period and shall remain unchanged during the evaluation period ~~unless the employee is made aware of the changes~~.

## ARTICLE 24 SENIORITY

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### 24.10 Seniority Lists

Copies of local seniority lists, prepared on a local office basis within the same classification, within the function shall be given by the Corporation to the appropriate **UPCE Local and National Office**:

- (a) as soon as possible following the signing of the collective agreement;
- (b) the Corporation shall provide revised lists every six (6) months thereafter or more frequently as determined through local consultation;
- (c) each time the Corporation provides the Local with seniority lists in accordance with this Article a copy of the list(s) shall be posted;
- (d) these lists shall indicate the following:
  - (i) name of employee;
  - (ii) continuous employment date;
  - (iii) working office;
  - (iv) job title;
  - (v) classification;
  - (vi) position number;
  - (vii) seniority date;
  - (viii) HRID number
  - (ix) Section where the work is performed (work section)**

## ARTICLE 27 STAFFING

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### 27.14 Position Occupancy Requirement

(a) When an employee is in a position as a result of a voluntary movement, there shall be a minimum occupancy requirement of twelve (12) months prior to being ~~considered~~ **appointed** for any new position **within the corporation**. In the event that the employee is filling a temporary vacancy, then the minimum occupancy requirement shall be for the duration of the vacancy, inclusive of any extension(s), for a period of up to twelve (12) months. The minimum occupancy may be waived by the Corporation.

(b) The position occupancy requirement in paragraph (a) above shall not apply to:

(i) employees who are being promoted to fill a permanent vacancy;

(ii) part-time employees who are being appointed to fill a ~~permanent~~ vacancy for a full-time ~~indeterminate~~ position; and

(iii) ~~term employees in the last sixty (60) days of their current term assignment~~ who are being appointed to fill a permanent vacancy.

## ARTICLE 28 JOB SECURITY

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### 28.01 General

- (a) The Corporation undertakes that as a result of positions being rendered surplus to requirements, there shall be no temporary or permanent lay-off of any employee (excluding term employees) having attained more than five (5) years of continuous employment with the Corporation at the time the positions in question became surplus, provided the employee agrees to be appointed or assigned to another position in accordance with this Article.
- (b) The provisions of this Article shall apply to **all** employees (excluding term employees) ~~who were employed in the bargaining unit as of March 24th, 2009,~~ provided such employees agree to be assigned or appointed to another position in accordance with this Article.
- ~~(c) The Corporation undertakes that as a result of positions being rendered surplus to requirements, there shall be no temporary or permanent lay-off of any employee (excluding term employees) hired on or after May 12<sup>th</sup>, 2014 having attained more than ten (10) years of continuous employment with the Corporation at the time the positions in question became surplus, provided the employee agrees to be appointed or assigned to another position in accordance with this Article.~~

## ARTICLE 31

### PAY ADMINISTRATION

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#### 31.04 Acting Pay

- (a) When an employee is required by the Corporation to substantially perform the duties of a higher classification level on an acting basis for a period of at least two (2) consecutive days, she shall be paid acting pay calculated from the date on which she commenced to act as if she had been appointed to that higher classification level for the period in which she acts. The pay increment date for an employee in receipt of acting pay shall be the increment date of the employee's substantive position. **Employees in an acting position shall continue to progress along the pay grid of their acting position. Their increment date while in an acting position shall be identical to the increment date of the employee's substantive position.**

#### 31.06 ~~Red Circling~~ Salary Protection

#### 31.12 Cost of Living Allowance

***Matching improvements in any other collective agreements:***

***Should any other bargaining unit at Canada Post currently in collective bargaining or subject to arbitration receive improvements to their COLA clause more favourable than the one below, the employer shall match these improvements in this collective agreement.***

Effective September 1st, 2020 **2024** the cost-of-living allowance based on the Consumer Price Index Canada, all items (2002 = 100) shall be paid quarterly to all indeterminate and term employees (who complete more than six (6) months of continuous employment).

- (a) The quarters referred to in Clause 31.12 are as follows:

***Amend list of quarters at 31.12 (a) to reflect quarters of the new collective agreement...***

|                              |               |                              |
|------------------------------|---------------|------------------------------|
| <del>September 1, 2020</del> | <del>to</del> | <del>November 30, 2020</del> |
| <del>December 1, 2020</del>  | <del>to</del> | <del>February 28, 2021</del> |
| <del>March 1, 2021</del>     | <del>to</del> | <del>May 31, 2021</del>      |
| <del>June 1, 2021</del>      | <del>to</del> | <del>August 31, 2021</del>   |
| <del>September 1, 2021</del> | <del>to</del> | <del>November 30, 2021</del> |
| <del>December 1, 2021</del>  | <del>to</del> | <del>February 28, 2022</del> |

~~March 1, 2022 to May 31, 2022~~  
~~June 1, 2022 to August 31, 2022~~  
~~September 1, 2022 to November 30, 2022~~  
~~December 1, 2022 to February 28, 2023~~  
~~March 1, 2023 to May 31, 2023~~  
~~June 1, 2023 to August 31, 2023~~  
~~September 1, 2023 to November 30, 2023~~  
~~December 1, 2023 to February 29, 2024~~  
~~March 1, 2024 to May 31, 2024~~  
~~June 1, 2024 to August 31, 2024~~

- (b) The allowance will be paid on a cumulative basis of one (1) cent per hour for each full ~~zero point zero eight (0.08)~~ **zero point zero five zero four (0.0504)** of a point increase above the adjusted Consumer Price Index **which is five point thirty-three percent (5.33 %) greater than the C.P.I. index published for August 2024.**

~~(c)\* The allowance will be evaluated on a yearly basis.~~

~~(i)\* The first payment for the period September 1, 2020 to August 31, 2021 shall become effective when the C.P.I. reaches that index number which is the index published for August 2020 increased by the adjustment factor of seven (7%) percent. For the first payment the index published at the end of a quarter shall be compared with the adjusted index (that is the August 2020 Index increased by an adjustment factor of seven (7%) percent) and the payment will be effective from the first of the month for which the published index exceeds the adjusted Index and paid in accordance with paragraph 31.12(b) above.~~

~~(ii)\* The first payment for the period September 1, 2021 to August 31, 2022 shall become effective when the C.P.I. reaches that index number which is the index published for August 2021 increased by the adjustment factor of seven (7%) percent. For the first payment the index published at the end of a quarter shall be compared with the adjusted index (that is the August 2021 Index increased by an adjustment factor of seven (7%) percent) and the payment will be effective from the first of the month for which the published index exceeds the adjusted Index and paid in accordance with paragraph 31.12(b) above.~~

~~(iii)\* The first payment for the period September 1, 2022 to August 31, 2023 shall become effective when the C.P.I. reaches that index number which is the index published for August 2022 increased by the adjustment factor of seven (7%) percent. For the first payment the index published at the end of a quarter shall be compared with the adjusted index (that is the August 2022 Index increased by an adjustment factor of seven (7%) percent) and the payment will be~~

~~effective from the first of the month for which the published index exceeds the adjusted Index and paid in accordance with paragraph 31.12(b) above.~~

~~(iv)\* The first payment for the period September 1, 2023 to August 31, 2024 shall become effective when the C.P.I. reaches that index number which is the index published for August 2023 increased by the adjustment factor of seven (7%) percent. For the first payment the index published at the end of a quarter shall be compared with the adjusted index (that is the August 2023 index increased by an adjustment factor of seven (7%) percent) and the payment will be effective from the first of the month for which the published index exceeds the adjusted index and paid in accordance with paragraph 31.12(b) above.~~

**(c) For the period extending from September 1, 2024 to LAST DAY OF NEW COLLECTIVE AGREEMENT HERE, the first payment shall become effective when the C.P.I. reaches the adjusted index as defined in sub-paragraph 31.12 (b). For the first payment, the Index published at the end of a quarter shall be compared with the adjusted index and the payment will be effective from the first of the month for which the published Index exceeds the adjusted Index and paid in accordance with subparagraph 31.12(b) on hours paid between the first of the month for which the published index exceeds the adjusted index and the end of the quarter.**

~~(d)\* For the remaining payment(s) the index published at the end of a quarter will be compared with the index published at the end of the previous quarter and paid in accordance with paragraph 31.12(b) above. The final payment will be made for the period up to and including August 31, 2024.~~

**(d) For the payments provided for in the remaining quarters, the amount of the allowance is to be determined by comparing the published C.P.I. for the last month of the quarter to the adjusted index as defined in subparagraph 31.12(b). If the C.P.I. still exceeds the adjusted index, the allowance is paid in accordance with sub-paragraph 31.12 (b) on hours paid during the appropriate quarter.**

**(e) All payments shall be made as a lump sum and paid in arrears as set out in paragraph 31.12(b) above. Any allowance paid shall not be incorporated into the basic wage rates and shall not affect any premium rates or superannuation, but shall be included in computing pay for statutory holidays and paid leave.**

**(f) If there is a decrease in the index at the end of any given quarter to an index point level that is less than the index point level that gave rise in the previous quarter to an allowance, the allowance shall be adjusted downward by one (1) cent for each**

full ~~zero point zero eight (0.08)~~ **zero point zero five zero four (0.0504)** of a point decrease.

- (g) No adjustment, retroactive or otherwise, shall be made as a result of any revision by way of correction which subsequently may be made to the index by Statistics Canada.
- (h) In the event that Statistics Canada ceases to publish the monthly Consumer Price Index and/or initiates any change that will affect the foregoing method of computing the allowance, such change will be subject to amending the above terms of reference.

## ARTICLE 32 SHIFT AND WEEKEND PREMIUMS

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### 32.01 Shift Premium

- (a) Effective on date of signing, employees shall receive a shift premium of ~~one dollar and fifteen cents (\$1.15)~~ **two dollars and twenty-five cents (\$2.25)** per hour for all hours worked, including overtime hours worked, between 6:00 p.m. and midnight and ~~one dollar and forty cents (\$1.40)~~ **two dollars and seventy-five cents (\$2.75)** per hour for all hours worked, including overtime hours worked, between midnight and 6:00 a.m.
- (b) Where employees are paid this premium for the majority of hours of a regularly scheduled shift, they shall be paid this premium for all hours worked during the shift.

### 32.02 Weekend Premium

- (a) Effective the date of signing, employees shall receive an additional premium of ~~one dollar and forty cents (\$1.40)~~ **two dollars and seventy-five cents (\$2.75)** per hour for work on Saturday and/or Sunday for hours worked as stipulated in paragraph 32.02(b) below.
- (b) Weekend premium shall be payable in respect of all ~~regularly scheduled~~ hours at ~~straight time rates~~ worked on Saturday and/or Sunday.

## ARTICLE 33 CALL-BACK PAY

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### 33.01 Minimum Compensation

When an employee is recalled to a ~~place of work~~ **Corporate work location or hybrid work location** and such recall has not been scheduled in advance, she shall be paid the greater of:

(a) compensation equivalent to three (3) hours' pay at the applicable overtime rate,

or

(b) compensation at the applicable overtime rate, provided that the period of overtime worked by the employee is not contiguous to her scheduled working hours.

### 33.02 Emergency Situations

Applicable only to employees of the ~~EL~~ T Designation

Where, in an emergency situation and as a result of a problem arising, the Corporation, in lieu of calling an employee back to work, contacts the employee to obtain information regarding the operation and/or the repair of a piece of equipment, the employee shall be entitled to compensation equivalent to one (1) hour's pay at the ~~straight-time~~ **applicable overtime rate**.

### 33.03 Reimbursement for Transportation Costs

When an employee is recalled to **a Corporate work location to** work overtime under the conditions described in clause 33.01, and is required to use transportation services other than normal public transportation services, she shall be reimbursed for reasonable expenses incurred as follows:

(a) mileage allowance at the rate normally paid to an employee when authorized by the Corporation to use her automobile when the employee travels by means of her own automobile,

or

(b) out-of-pocket expenses for other means of commercial transportation.

## ARTICLE 34

### STAND-BY

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#### 34.03

- (a) Where the Corporation requires an employee to be available on standby during off-duty hours, the employee shall be compensated, effective on the date of signing, in an amount equivalent to one (1) hour's pay at straight time, with a minimum of twenty dollars (\$20.00) for each eight (8) hour period that she is on standby.
- (b) The Corporation agrees that ~~paging devices~~ **a cellular phone** will be provided without cost to those employees on standby duty, to enable employees to ~~report for duty~~ **perform the work** as required.
- (c) In designating employees for standby duty, the Corporation will endeavor to provide for the equitable distribution of standby duties by maintaining the proper standby lists.
- (d) No standby duty payment shall be granted if an employee is unable to ~~report for duty~~ **perform the work** when required.
- (e) An employee on standby duty who is required to ~~report for work~~ **perform the work** shall be paid in accordance with the provisions for Call-Back Pay of this Agreement.
- (f) An employee on standby duty who performs work after having been contacted by the Corporation but who is not required to report to the normal place of work, shall be paid either for the time actually worked or a minimum of fifteen (15) minutes, whichever is greater.
- (g) To avoid the pyramiding of overtime, there shall be no duplication of overtime payments for the same hours worked.

## ARTICLE 37

### HEALTH CARE, HOSPITAL INSURANCE AND DENTAL PLAN

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***Matching improvements in any other collective agreements:***

***Should any other bargaining unit at Canada Post currently in negotiations or subject to arbitration receive improvements to their health care, hospital and dental plan more favourable than the improvements listed below or the current benefits as provided for in the collective agreement, the employer shall match these improvements in this collective agreement.***

## **ARTICLE 39**

### **DESIGNATED PAID HOLIDAYS**

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#### **39.01 Designated Holidays**

Subject to clause 39.02, the following days shall be designated paid holidays for employees:

- (a) New Year's Day,
  - (b) January 2<sup>nd</sup>,**
  - (c) The third Monday in February,**
  - (d) ~~(b)~~ Good Friday,
  - (e)**~~(e)~~ Easter Monday,
  - (f)**~~(d)~~ The day fixed by proclamation of the Governor in Council for celebration of the Sovereign's Birthday,
  - (g)**~~(e)~~ Canada Day,
  - (h)**~~(f)~~ Labour Day,
  - (i) National Day for Truth and Reconciliation**
  - (j)** ~~(g)~~ The day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,
  - (k)** ~~(h)~~ Remembrance Day,
  - (l)** ~~(i)~~ Christmas Day,
  - (m)** ~~(j)~~ Boxing Day,
  - (n)** ~~(k)~~ One additional day in each year that, in the opinion of the Corporation, is recognized to be a provincial or civic holiday in the area in which the employee is employed or, in any area where, in the opinion of the Corporation, no such additional day is recognized as a provincial or civic holiday, the first Monday in August,
- and
- (o)** ~~(l)~~ One additional day when proclaimed by an Act of Parliament as a National Holiday.

## ARTICLE 40 VACATION LEAVE

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### 40.02 Credits

...

~~(b) Notwithstanding paragraph (a) above, employees who were hired into the Corporation on or after May 12, 2014 shall, during the vacation year, earn vacation leave credits at the following rates for each calendar month during which she receives at least ten (10) days pay:~~

~~(i) three (3) weeks per vacation year if she has completed less than ten (10) years of continuous employment;~~

~~(ii) four (4) weeks per vacation year after she has completed ten (10) years of continuous employment;~~

~~(iii) five (5) weeks per vacation year after she has completed eighteen (18) years of continuous employment;~~

~~(iv) six (6) weeks per vacation year after she has completed twenty-eight (28) years of continuous employment;~~

~~(v) a full-time employee who is not entitled to receive pay for at least ten (10) days in each calendar month of a vacation year will earn vacation leave at one twelfth (1/12) of the rate referred to in clause 40.02, for each calendar month for which she is entitled to receive pay for at least ten (10) days.~~

...

### 40.05 Scheduling of Vacation Leave With Pay

(b)

~~(i) For periods of vacation leave to be taken between June 1 and September 30, selection will be done by employees on the basis of seniority. Selection shall commence not later than January 1 and shall be completed in sufficient time to allow the Corporation to post the vacation leave schedule by April 1.~~

~~(ii) The administrative details pertaining to this procedure shall be established following meaningful consultation **and agreement** at the local level.~~

.....

#### 40.08 Carry-Over

Where in any vacation year an employee has not been granted all of the vacation leave credited to her, the unused portion of her vacation leave shall be carried over into the following vacation year. Carry-over beyond one year shall be by mutual consent. **Employees shall have access to the vacation entitlement beyond two (2) years and shall have the option to take it in cash or in lieu.**

....

#### 40.15 Vacation Pay for Part-Time Employees

- (a) Notwithstanding the provisions of clause 40.03, a part-time employee shall receive vacation pay equal to a percentage of her ~~previous calendar~~ **current vacation** year's earnings in lieu of vacation leave with pay. This percentage shall be:

....

- ~~(b) Notwithstanding the provisions of clause 40.02 and paragraph (a) above, part time employees who were hired into the Corporation on or after May 12, 2014 shall receive vacation pay equal to a percentage of her previous calendar year's earnings in lieu of vacation leave with pay. This percentage shall be:~~

- ~~(i) six (6%) percent if the employee has completed less than ten (10) years of continuous employment;~~
- ~~(ii) eight (8%) percent after the employee has completed ten (10) years of continuous employment;~~
- ~~(iii) ten (10%) percent after the employee has completed eighteen (18) years of continuous employment;~~
- ~~(iv) twelve (12%) percent after the employee has completed twenty eight (28) years of continuous employment.~~

.....

#### 40.16 Payment of Vacation Pay to Part-Time Employees

Part-time employees shall receive their vacation pay as follows:

- (a) To ensure continuance of pay, a part-time employee shall receive a payment based on her scheduled hours for the week immediately preceding the vacation period. This payment will be made according to the applicable method of pay for part-time employees.
- (b) The difference, if any, between the total entitlement to vacation pay provided for in clause 40.15 and the monies received in accordance with paragraph 40.16(a) is paid prior to the last Friday of March of the following calendar year.

- (c) Any overpayment incurred as a result of the application of paragraph 40.16(a) shall, ~~be recouped by the an immediate first charge against any subsequent pay entitlement and shall be recovered in full prior to any future payment of salary.~~ **where the overpayment is in excess of fifty dollars (\$50.00), the paying office will, before recovery action is implemented, advise the employee of the intention to recover the overpayment. If the employee advises her local management that the stated recovery action will create a hardship, recovery will not exceed ten (10%) percent of the employee's pay each pay period until the entire amount is recovered. Notwithstanding the foregoing, in the event employment ceases, any outstanding amounts may be recovered from final pay.**

*Consequential renumbering*

## ARTICLE 42

### OTHER LEAVE WITH OR WITHOUT PAY

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#### ***Matching improvements in any other collective agreements:***

***Should any other bargaining unit at Canada Post currently in negotiations or subject to arbitration receive improvements to their other leave with or without pay, pre-retirement leave, personal days, sick days, special leave, maternity leave, paternity leave, parental leave, adoption leave, injury-on-duty leave and leave for union business more favourable than the improvements listed below or the current leaves as provided for in the collective agreement, the employer shall match these improvements in this collective agreement.***

#### **42.01 Marriage Leave With Pay**

- (a) After the completion of six (6) months continuous employment in the Canada Post Corporation, and providing an employee gives the Corporation at least five (5) days notice, she shall be granted five (5) days leave with pay for the purpose of getting married.
- ~~(b) For an employee with less than two (2) years of continuous employment, in the event of termination of employment for reasons other than death or layoff within six (6) months after the granting of marriage leave, an amount equal to the amount paid the employee during the period of leave will be recovered by the Corporation from any monies owed the employee.~~

#### **42.02 Bereavement Leave With Pay**

~~For the purpose of this clause, immediate family is defined as father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse, (including common-law spouse resident with the employee), child (including child of common-law spouse), stepchild or ward of the employee, father-in-law, mother-in-law, grandparents, grandparents of employee's spouse, grandchildren, and any relative permanently residing in the employee's household or with whom the employee permanently resides.~~

**father, mother (or alternatively step-father, step-mother, or foster parent), brother, sister, step-brother, step-sister, spouse (including common-law partner resident with the employee), child (including child of spouse or common-law partner), step-child, foster child, or ward of the employee, grandchild, father-in-law, mother-in-law, daughter-in-law, son-in-law, and grandparent, and any relative permanently residing in the employee's household or with whom the employee permanently resides.**

**A person who stands in the place of a relative for the employee whether or not there is any degree of consanguinity between such person and the employee.**

(a) Duration of Leave

Where a member of an employee's immediate family dies, she shall be entitled to leave with pay for a period of up to ~~four (4)~~ **five (5)** consecutive days which must include the day of the funeral for purposes relating to the bereavement. A minimum of **four (4)** ~~three (3)~~ of the ~~four (4)~~ **five (5)** consecutive days must be working days. Notwithstanding the forgoing, on reasonable notice to the Corporation, one of the ~~four (4)~~ **five (5)** days may be taken by the employee at a **different** time ~~that is not consecutive to others~~, when it is for religious or ceremonial purposes related to the death. In addition, the employee may in addition, be granted up to three (3) days' leave for the purpose of travel related to the death.

....

#### **42.10 Calculation of Supplementary Unemployment Benefit Plan for Adoption Leave**

In respect of the period of adoption leave, payments made according to the Supplementary Unemployment Benefit Plan shall consist of up: (a) to a maximum of ~~twelve (12)~~ **seventeen (17)** weeks payments equivalent to the difference between the Employment Insurance benefits or, as the case may be, pursuant to the Quebec Parental Insurance Plan, the employee is eligible to receive and ninety-three (93%) percent of her weekly rate of pay. This period shall be inclusive of the waiting period for the Employment Insurance Act or the Quebec Parental Insurance Plan where the full ninety-three (93%) percent will be paid.

....

#### **42.11 Leave With Pay for Family-Related Responsibilities**

- (c) Employees shall be granted Personal Days with pay as set out below, ~~and employees who have exhausted their Personal Days, may be granted under paragraph 42.11(b) above a maximum of two (2) days in any one year from July 1 to June 30.~~

##### Personal Days

- (i) Each full-time employee will be allocated ~~seven (7)~~ **fifteen (15)** Personal Days on July 1 of each year.
- (ii) Each part-time employee shall receive a pro-rated amount of Personal Days, to a maximum of ~~seven (7)~~ **fifteen (15)**, on July 1 of each year, based on the percentage of full time hours that the employee is scheduled to work.

- (iii) Each term employee shall receive a pro-rated amount of Personal Days, to a maximum of ~~seven (7)~~ **fifteen (15)**, based on the length of their term of employment, and the percentage of full time hours that the employee is scheduled to work.
- (iv) If any employee begins their employment with Canada Post part way through the year that starts on July 1 and ends on June 30, their Personal Days, to a maximum of ~~seven (7)~~ **fifteen (15)**, shall be pro-rated based on the number of days remaining in that year.
- (v) Any unused Personal Days or portion thereof remaining as of June 30 of each year to a maximum of ~~seven (7)~~ **fifteen (15)** will be paid out to indeterminate employees and term employees of greater than six (6) months during the third (3rd) pay period after June 30 of that year. The amount of the payment will be based on the employee's salary as of June 30 of that same year. Indeterminate and term employees of greater than six (6) months have the option, on written request prior to June 30 of each year, instead of the pay out, to carry over any Personal Days (or portion thereof) remaining as of June 30, to a maximum of five (5), for use in the following year from July 1 to June 30. An employee who has carried over Personal Days (or portion thereof) from the previous year may have those days paid out, if they remain unused as of the next June 30, in addition to the maximum pay out of ~~seven (7)~~ **fifteen (15)** unused days as per the above paragraph.

...

#### **42.17 Pre-retirement Leave**

...

- ~~(g) — Employees who were hired into the Corporation on or after May 12, 2014 shall not be entitled to pre-retirement leave.~~

...

## ARTICLE 43

### SHORT TERM DISABILITY PROGRAM

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**Matching improvements in any other collective agreement: Should any other bargaining unit at Canada Post currently in collective bargaining receive improvements to their short-term disability program, the employer shall match these improvements in this collective agreement.**

#### **43.07 Appeal Process**

(a)\* An appeal is a written request from an Employee to revisit the decision on her file. The appeal process is designed to provide an objective review of the decision made and provide the Employee with the opportunity to provide additional medical information.

If an employee avails herself of her right to appeal, she will be entitled to short term disability benefits during the time it takes to come to a determination at first level appeal. ~~If the appeal is denied,~~ **If, after the final appeal, the decision of non-support is upheld** the Corporation shall recover any overpayment from the employee's pay, but such recovery shall not exceed ten (10%) percent of the employee's pay in each pay period, until the entire amount is recovered. **No repayment shall be recovered until the appeals decision has been rendered.** Notwithstanding the foregoing, in the event that employment ceases, any overpayment still outstanding may be recovered in full from the final pay.

#### **NEW 43.09 Time Limits Exceptions**

**Exceptions to the strict enforcement of the time limits set out in this Article will be considered when the employee has documented cognitive restrictions that: (a) on the basis of an objective medical diagnosis, impact on the employee's ability to comply with the process (for example, impairment of comprehension, decision making, judgment etc.); and (b) the employee does not have a support network (i.e., family member) authorized to assist the employee throughout the process.**

*Consequential renumbering*

## **ARTICLE 44**

### **EDUCATION LEAVE WITHOUT PAY AND CAREER DEVELOPMENT LEAVE WITH PAY**

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#### **44.02 Education Leave Allowance**

An employee on education leave without pay under this Article may, depending on the degree to which the education leave is deemed by the Corporation to be relevant to organizational requirements, receive compensation in lieu of salary of up to one hundred (100%) percent of her annual rate of pay. In the case of employees of the ~~CS and ENG~~ T designations, such compensation shall not be less than fifty (50%) percent of her annual rate of pay as provided for in Appendix "AA".

## ARTICLE 45 TRAINING

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### 45.02 Training Requirements

The Corporation will determine the training requirements and will arrange sufficient and adequate training, where required for:

- (a) any newly hired employee, or
  - (b) any employee who moves from one position to another or who is assigned to duties requiring new knowledge, **or**
  - (c) when modifications are made to machinery, devices or equipment and such modifications require the acquisition of new skills and/or knowledge.**
- ....

### 45.08 Off-Location Training: Days Off

Applicable only to employees of the ~~EL~~ T designation

...

### 45.09 Off-Location Training: Expenses

Applicable only to employees of the ~~EL~~ T designation

...

### 45.10 Off-Location Training: Advance Notice

Applicable only to employees of the ~~EL~~ T designation.

....

### 45.11 Off-Location Training: Maximum Duration

Applicable only to employees of the ~~EL~~ T designation

...

### 45.12 Second Language Training

If the Corporation requires an employee to become proficient in the use of a second language, language training will be paid for by the Corporation and held during working hours.

Notwithstanding the above paragraph, the Corporation recognizes the importance of bilingualism for reasons of career development within Canada Post. As such, all employee requests for second-language official training shall be considered and no request shall be unreasonably denied.

...

**45.13 Language of Instruction**

Applicable only to employees of the EL T designation

...

**45.14 Payment of Overtime on Training**

Applicable only to employees of the EL T designation

...

**45.15 Training Outside of Headquarters Area**

Applicable only to employees of the EL T designation

...

**45.16 Instructors**

Applicable only to employees of the EL T designation

## ARTICLE 52 REGISTRATION FEES

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### 52.01 Reimbursement

- (a) The Corporation shall reimburse an employee for her payment of membership or registration fees to an organization or governing body when the payment of such fees is a requirement for the continuation of the performance of the duties of her position.
- (b) Where an organization or governing body referred to under 52.01(a) has a requirement to undertake ongoing training or professional development in order for a member to maintain their membership in good standing, the Corporation shall refund employees' reasonable fees associated with such training. Time spent on such training shall be considered time worked by the Corporation. The Corporation recognizes that such training may not align with the Corporation's identified training needs.**
- ~~(b)~~ (c) A surplus employee may be reimbursed, through Appendix "M", for her payment of membership or registration fees to an organization or governing body when the payment of such fees was a requirement for the continuation of the performance of the duties of the position from which she was declared surplus.

## APPENDIX “A” RATES OF PAY

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### **Effective 1 September 2024:**

- a. One-time payment consisting of:  
4.3% of annual salary (non-pensionable) – this is in lieu of COLA and the \$500 one-time amount CUPW received.
- b. Convert all A-01 positions to A-02.
- c. 2.08% market adjustment to reflect wage erosion since 2017 (retroactive)
- d. 6.0%\* (retroactive)

### **Effective 1 September 2025:**

3.5%\*

### **Effective 1 September 2026:**

3.5%\*

***\* Should any other bargaining unit at Canada Post currently in negotiations or subject to arbitration receive improvements to their Rates of Pay (including but not limited to general economic increase, market adjustment, allowances, signing bonuses, one-time payment) that are more favourable than the ones proposed above and / or agreed to by the parties during negotiations, the employer shall match these improvements in this collective agreement.***

## **APPENDIX “AA” ANNUAL RATES OF PAY**

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***The Union seeks the end of the two-tier wage system by eliminating the wage grid for those hired into the bargaining unit on or after May 12, 2014 and converting all affected employees into the wage grid for employees hired into the bargaining unit prior to May 12, 2014.***

## **APPENDIX “C” BILINGUAL BONUS**

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The Corporation will continue to pay the bilingual bonus in accordance with the Corporate Policy for the duration of the contract. It is hereby recognized that under the Corporate Policy, employees in the MGT and XMT classifications are not entitled to the bilingual bonus.

### **New language:**

**Should during the life of this contract the National Joint Council of the Public Service of Canada (NJC) increase the amount paid through the Bilingualism Bonus Directive, within thirty (30) days the Corporation shall amend its Corporate Policy to reflect this increase**

## **APPENDIX “D” JOB EVALUATION PLAN**

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*The Union believes that the current MOU is dated and seeks to amend it by adding the following:*

**The Corporation recognizes that job descriptions are dated.**

**The Corporation commits to, within ninety (90) days of the signing of this agreement, strike a joint committee with the Alliance to review and update job descriptions.**

**The committee shall be composed of two (2) members appointed by the Employer, and two (2) members appointed by the Alliance.**

**The committee shall complete its work by the date of expiry of this agreement.**

## **APPENDIX “E” STANDBY**

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**NEW:** replace current language as follows:

**In accordance with clause 34.02, coverage of off-duty hours, or standby, the employer shall transmit a list of positions to the Union, on the first working day of each month. This list will highlight any changes since the last month’s list. The list shall contain the employee’s name, work location, position number and level.**

## **APPENDIX “F” DENTAL PLAN AGREEMENT**

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**Matching improvements in any other collective agreements:**

**Should any other bargaining unit at Canada Post currently in negotiations or subject to arbitration receive improvements to the dental plan more favourable than the improvements listed below or the current benefits as provided for in the collective agreement, the employer shall match these improvements in this collective agreement.**

## APPENDIX “I” UNION EDUCATION FUND

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Canada Post Corporation agrees to pay, in the manner described in paragraph 3 below, into the PSAC/UPCE Union Education Fund (The Fund) an amount equal to ~~three cents (\$0.03)~~ **three and one half cents (\$0.035)** on all hours worked by all employees during the quarter described in paragraph 3 below

...

*Dates amended to reflect new contract*

## APPENDIX "K"

### CORPORATE TEAM INCENTIVE AND INDIVIDUAL AT-RISK PERFORMANCE INCENTIVE PAY

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...

The Five Point Performance Rating scale for the Individual **Performance Incentive At-Risk** Pay Plan commenced on January 1, 2012 and has an incentive potential of up to ~~three (3%)~~ **four (4%)** percent per fiscal year. Employees who are eligible for payments of ~~at-risk~~ **performance incentive** pay who receive the following ratings on their performance appraisals will receive, for each fiscal year, based on the following percentages of their regular (substantive) salary:

Level 5 – Far Exceeded Expectations: ~~3.00%~~ **4.00%**

Level 4 – Exceeded Expectations: ~~2.50%~~ **3.00%**

Level 3 – Met All Expectations: ~~2.00%~~ **2.25%**

Level 2 – Met Most Expectations: ~~0.85%~~ **1.25%**

Level 1 – Did Not Meet Expectations: 0% to 0.50%

...

~~The Corporation may modify any of the terms and conditions of the Corporate Team Incentive Plan and the Individual At Risk Pay Plan or modify the performance appraisal rating scale for the then current or subsequent fiscal year(s) following consultation with the Alliance at the National level at least sixty (60) days prior to the implementation of such changes.~~

**APPENDIX “L”**  
**NATIONAL COMMITTEE ON NEWLY CREATED POSITIONS**

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LETTER OF UNDERSTANDING  
BETWEEN  
CANADA POST CORPORATION  
AND  
THE PUBLIC SERVICE ALLIANCE OF CANADA/  
UNION OF POSTAL COMMUNICATIONS EMPLOYEES

~~Ms. Theresa Johnson~~

**Mr. Hassan Hussein**

Chief Negotiator

UPCE/PSAC

233 Gilmour Street

Ottawa ON K2P 0P1

RE: NATIONAL COMMITTEE ON NEWLY CREATED POSITIONS

This is to advise you that the Corporation, in recognition of the Alliance as the exclusive bargaining agent for all employees described in the certificate issued by the Canada Industrial Relations Board on July 18, 1993, and as amended on November 19, 1993, agrees to establish a National Committee composed of representatives of both parties to consult on newly created position(s) at Level 1 or below and/or on existing position(s) at Level 1 or below where ~~substantive~~ changes have been made to the job duties as follows:

1. The National Committee shall consist of up to a maximum of three (3) management representatives appointed by the Corporation and up to a maximum of three (3) Union representatives appointed by the PSAC/UPCE.
2. Thirty (30) days after the signing of the Collective Agreement, the Parties shall notify each other of their respective representatives to the National Committee.
3. Thereafter, CPC shall notify PSAC/UPCE of any newly created position(s) and/or any existing position(s) where ~~substantive~~ changes have been made to the job duties for incumbent(s) who may perform duties ~~identical~~ **similar** to duties currently performed by employees represented by the PSAC/UPCE bargaining unit. This notification shall be given within thirty (30) days from the effective date of the creation of the position(s) and/or of the making of the ~~substantive~~ changes to the job duties to the existing position(s). The notification shall contain the job description and job profile, if available. CPC shall also

advise, at the same time, the reasons supporting its decision not to include the position(s) in the PSAC/UPCE bargaining unit.

4. If PSAC/UPCE believes that newly created position(s) and/or existing position(s) where substantive changes have been made to the job duties should be included within the PSAC/UPCE bargaining unit, it shall so notify the CPC National Committee representatives in writing within fifteen (15) days of receipt of notification and request in writing that the National Committee meet and consult on the above noted position(s). The National Committee shall meet within thirty (30) days from receipt of the Union's request.

5. Failing resolution by the National Committee, the PSAC/UPCE may file a grievance disputing the exclusion of the above noted position(s) from the PSAC/UPCE bargaining unit pursuant to the provisions of the collective agreement.

Dated at Ottawa, Ontario, this 10th day of September, 1999.

Original Signed by

---

~~Mark MacDonell~~

~~Senior Adviser~~

Paul Mekis, Chief Negotiator

Labour Relations

**APPENDIX “V”**  
**CLOTHING AND PROTECTIVE FOOTWEAR FOR INDETERMINATE**  
**SAMPLERS**

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LETTER OF UNDERSTANDING  
BETWEEN  
CANADA POST CORPORATION  
AND  
THE PUBLIC SERVICE ALLIANCE OF CANADA /  
UNION OF POSTAL COMMUNICATIONS EMPLOYEES

May 12, 2014 (Date of Signing of CA)

~~Erna Post~~ **Hassan Hussein**  
Public Service Alliance of Canada

**Re: Clothing and Protective Footwear for Indeterminate Samplers**

Dear **Mr. Post Hussein**:

The Corporation will **provide** ~~reimburse indeterminate samplers~~ **allowances for expenses as follows:** ~~boots as per the corporate policy. The Corporation will also issue a quilted jacket and two (2) work shirts to indeterminate samplers and reissue on exchange.~~

**a) Boot Allowance**

**Two hundred and forty dollars (\$240) per year in two (2) equal semi-annual installments, payable October 1 and April 15 of each year. For periods of less than six (6) months the allowance is paid for each month in which the employee is entitled to receive pay for ten (10) or more days.**

**b) Glove Allowance**

**Twenty dollars (\$20) payable on October 1 of each year.**

The Corporation will also issue a quilted jacket and two (2) work shirts to samplers and reissue on exchange.

**APPENDIX “Z”**  
**DEPARTURE INCENTIVE UNDER PARAGRAPH 28.10(k)(ii)**

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**Amend date to cover the new CA.**

**New Appendix XXX or new LOU**  
**Part-time and term employees to receive equal supports to full-time employees**

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**Article XXX or New LOU**

**Part-time and term employees shall be provided with the same equipment and resources to successfully complete their work as full-time employees performing the same or similar duties.**

## **New LOU or letter from CPC to PSAC Transition payment repayment**

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### **NEW LOU OR LETTER FROM CPC TO PSAC**

**Employees shall, upon request to the pay centre, be provided with the outstanding balance owed due to the repayment of the transition allowance payment.**

**Upon the employee's request, the employer shall deduct an amount at the employee's discretion of not less than 5% from the employee's gross pay per pay cheque until such time as the transition allowance payment has been fully repaid to the employer.**

**No employee shall be required to avail of the above.**

## New article XX or new LOU TELEWORK

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Definition:

**Alternate Work Location**, a location, in Canada that is different from the Official Work Location where an employee normally performs their work and could include a location that is not controlled by Canada Post.

**Corporate Work Location**, a work location that is under the control of Canada Post.

**Hybrid Workplace Model**, a flexible business model that combines work from an Alternate Work Location with work from an Official Work Location.

**Official Work Location**, a Corporate Work Location to which the employee is tied in SAP and which is specified in their letter of offer.

**Remote workplace model**: a flexible business model that involves almost or all work performed from an Alternate Work Location.

Type of work:

Suitability of remote workplace model or hybrid workplace model content

Remote workplace model or hybrid workplace model (Remote/Hybrid Work Model) is suitable for work that requires thinking and writing, research, telephone-based communication, or data analysis. However, work may not be suitable for Remote/Hybrid Work Model if the employee requires extensive face-to-face contact with other employees, clients or the general public or the employee requires frequent access to material that cannot be moved from the official work location. The Corporation, in meaningful consultation with the PSAC and the Employee, will determine the suitability of the Remote/Hybrid Work Model request. Such determination shall be made within thirty (30) days of the date of the request.

Approval for a Remote/Hybrid Work Model shall be on a case-by-case basis and in consideration of the nature of the work provided by the employee. Every reasonable effort will be made to accommodate an employee's Remote/Hybrid Work Model request. Requests shall not be unreasonably denied by the Employer. If authorization for a Remote/Hybrid Work Model is denied, the employer will provide, in writing, the reason(s) for the denial.

Remote/Hybrid Work Model, originated by the Employee, is a voluntary flexible work option, the terms and conditions of which are agreed to by the Employer and the PSAC, in conjunction with the Employee. The PSAC shall be provided with a copy of each Remote/Hybrid Work Model Letter.

Protection of Collective Agreement rights:

The terms and conditions of employment, relevant provisions of the collective agreements, existing policies and practices and legislation will continue to apply in the Remote/Hybrid Work Model.

Criteria for selection:

All decisions pertaining to particular Remote/Hybrid Work Model arrangements will be made in an equitable and transparent manner. Each request will be dealt with on a case-by-case basis according to type of work performed by both the Employer and the Employee (in consultation with the PSAC), taking into consideration the operational feasibility and cost-effectiveness of the agreement

For Indigenous employees, the Corporation must consider connection to community and cultural obligations in responding to requests for Remote/Hybrid Work Model.

Performance, productivity and supervision:

The Employee's productivity while on a Remote/Hybrid Work Model will be measured in the same way as when the employee is at their Official Work Location.

Scheduling:

All hours of work provisions as stated in the Collective Agreement between the Corporation and PSAC apply and must be followed as per normal procedure. The Employees' hours of work are noted in the Remote/Hybrid Work Model Letter to the Employee.

Work disruptions:

In the event of a strike or lock-out affecting Employees covered by the terms of this Agreement, all Remote/Hybrid Work Model arrangements in progress will be suspended until the labour disruption has been resolved. Upon suspension of a Remote/Hybrid Work Model arrangement under these circumstances, the Employee will return all Corporation property, including equipment, materials and assigned work, to the Employer's workplace. Should an employee on a hybrid workplace model not be able to report to the workplace location due to unforeseen circumstance (i.e. snowstorm), the employee shall not have to make up the day at the office.

Employer Responsibilities and Employee Responsibilities – Health and Safety:

Employer and employee responsibilities will be exercised as per the relevant provisions of the Canada labour Code.

Confidentiality:

Employees working from an Alternate Work Location must give consideration to privacy and security policies.

Cost, ownership, maintenance and use of necessary equipment:

As per the terms of the collective agreement, all employees shall be provided with all necessary equipment, including those required as a result of an ergonomic assessment or accommodation, at all their work locations.

Employees authorized for Remote/Hybrid Work Model on a permanent, temporary or as needed basis shall be reimbursed up to \$500 in additional equipment costs once within every thirty-six (36) month period, upon presentation of receipts.

Termination of the arrangement:

On provision of ninety (90) days notice in writing, the employee or the employer shall have the right to terminate the Remote/Hybrid Work Model agreement, unless the parties agree otherwise.

Transitional Measures:

Where applicable, employees who currently have a remote work model shall be transitioned to a hybrid work model at the official work location nearest to their place of residence.

## PENSION PLAN

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***The Union seeks the end of the two-tier pension system by eliminating the Defined Contribution Pension Plan (DC) for those hired into the bargaining unit on or after June 1, 2014 and converting all affected employees into the Defined Benefit Pension Plan (DB) as well as deeming all service under the DC plan as eligible service under the DB plan.***

## **HOUSEKEEPING ITEMS**

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1. PSAC would like to update to gender neutral pronouns throughout the agreement in both official languages to reflect current best practice.