

N° 43

July 14, 2016

## NOW IS THE TIME!

Talks are continuing and some progress is being made. Now is the time to send a strong message to Canada Post that we are still ready to negotiate seriously, to get new collective agreements.

### Messages from the Work Floor

Many Locals have been doing various activities on the work floor to send messages to local management telling them that our demands are important. Now more than ever, we must get our message heard. Through various activities, we can let management know that we are encouraged that there is some progress, but the clock is ticking and we need to pick up the pace. Let them know that we have always wanted negotiated collective agreements and that we are ready to resolve the outstanding issues. Please keep up the good work that you are doing out in the Locals. We cannot achieve our goals without everyone's support.

### Today's Update

The parties met today on a number of issues. We are now very close to finalizing the right of RSMC route holders and permanent relief employees to transfer nation-wide by seniority. We also provided contract language for our proposal to establish seniority dates for RSMCs based on the first day of work at CPC. This will not change provisions such as vacation entitlements, which are based on the date of continuous service. With respect to urban workers, we have made significant progress on the issue of Group 1 temporary employees being sent home by reverse order of seniority. Discussions are also continuing with respect to health and safety training and Appendix "T", which governs job creation and service expansion initiatives.

The Union also pressed hard for our demand that CPC be responsible for arranging relief for all RSMC absences. We noted that in all other industries it is normally an employer's responsibility to ensure replacements for workers who are absent.

### Our Future is Now!

We have said it before, but the message needs repeating: This round of bargaining is about the future for all postal workers within CUPW. This is the year we must make improvements in both the RSMC and Urban collective agreements. We deserve better working conditions, fair wages, enough staff to get the work done safely, and a secure future both during our working time and after we retire. We are the face of Canada Post and we provide a valuable service to the public. It is time for CPC to recognize this fact.

### We Deserve

### Good Working Conditions and a Secure Retirement!



Sylvain Lapointe  
Chief Negotiator – Urban Unit



George Floresco  
Chief Negotiator – RSMC Unit

/jl cope 225 / cupe 1979  
2015-2019/Bulletin n° 143