

No. 55

July 26, 2016

### BRIEF HISTORICAL BACKGROUND

Negotiations between the parties have now been underway for over eight months. They began on November 20, 2015, intensified starting in April 2016, and are still ongoing. On June 25, 2016, the employer presented the Union with two global offers. Canada Post initially said that these were the best offers it could make under the circumstances. On July 1<sup>st</sup>, 2016, the Union submitted two global offers of its own to the employer.

#### *Canada Labour Code*

The parties obtained the right to strike/lockout under the *Canada Labour Code* on July 2<sup>nd</sup>, 2016. Under the *Code*, the Union must obtain a strike mandate to be able to exercise its constitutional right to strike. Members of both bargaining units took part in strike votes and on June 26, 2016 overwhelmingly mandated the Union to conduct strike activities whenever it deemed appropriate. Under the *Canada Labour Code*, this strike mandate is in effect until August 25, 2016.

#### Our will to negotiate remains strong

The Union decided not to use this pressure tactic immediately on July 2<sup>nd</sup>, 2016, choosing instead to give negotiations a chance. Negotiations are ongoing and, with the entire membership's unfailing support, the Union continues to fight for fair and equitable working conditions for everyone. Canada Post must now get on board.


#### Today's Activities

Today we met with Canada Post to discuss more of the outstanding issues at the RSMC table. We continued our discussions on our mandate to achieve full seniority rights for all RSMCs when they become regular employees. Seniority is a fundamental union right and CPC must understand this and settle this issue.

We also signed some housekeeping language which corrected minor errors in the collective agreement. In addition we signed-off language on the recovery of overpayments for RSMCs limiting the amount to 10% of an employee's pay each pay period not including your vehicle expense.

We have been waiting for a week now for CPC to inform us of the cost for providing RSMCs with the same uniforms as letter carriers. CPC has still not provided this information.

**With solidarity and determination, we will  
get the collective agreements we deserve.**

  
Sylvain Lapointe  
Chief Negotiator – Urban Unit

  
George Floresco  
Chief Negotiator – RSMC unit

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