

June 15, 2017

Tentative Agreement Reached for Bee Clean Workers

On June 12, CUPW concluded negotiations with Bee Clean Building Maintenance for workers employed to clean the postal plants in Hamilton, Kitchener and Windsor. The Negotiations Committee has unanimously endorsed the tentative agreement. Ratification votes will now be scheduled.

This was a difficult set of negotiations as the previous contract had merged 3 separate collective agreements into one but contained different working conditions based on the postal facility. Negotiations were further compounded by both the Union's and employer's chief negotiators leaving their positions in mid bargaining. Members from each work location as well as Local representatives and Regional and National representatives re-grouped and were able to build on previously agreed changes to reach a settlement. Thanks go to all, in particular the cleaners from the postal plants for their determination and strength.

The changes to the tentative settlement include:

- Recognition of the union as bargaining agent should Canada Post relocate to a new facility.
- A definition of an urgent complaint.
- Improvements for bargaining unit members in the coverage of short and long term absences.
- Upon request Vacation Pay shall be paid prior to the commencement of vacation leave.
- Paid sick leave will be increased from 6 to 7 days per year.
- The Vision Care benefit was doubled from \$150.00 to \$300.00 every 24 months.
- The Boot Allowance will be increased from \$120.00 to \$150.00 upon the signing of the collective agreement.
- The collective agreement shall expire on June 30, 2019.
- Wages will be the same for all locations.
- Based on the current top rate for new employees there is a 20.5% increase over the life of the collective agreement. Current employees will see a slightly reduced increase based on their current wage rate.
- Lead Hands will receive \$1.00 per hour more than the maximum rate for cleaners.
- Full retroactivity will be paid within 60 days of the signing of the new collective agreement on all hours paid starting April 1, 2015.
- A differential of at least 25 cents per hour will be maintained between the wage rate starting after 6 months of employment and any increases to the minimum wage.
- A differential of at least 50 cents per hour will be maintained between the maximum rate for cleaners and any increases to the minimum wage.

Explanations will be provided at the ratification meetings prior to the vote.

In Solidarity,



Tom Garbatt
National Director
Ontario Region



Debbie Carmichael
Regional Grievance Officer
Ontario Region



George Floresco
3rd National Vice President
National Office

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