

INITIAL MEETINGS HAVE TAKEN PLACE

The Negotiating Committee, representing both the urban and RSMC units, met with Canada Post negotiators on December 4, 8 and 15, 2015.

PARCELS

At the December 4th meeting, Canada Post made a presentation on E-commerce and parcels. This presentation confirmed what you already know: there has been a very significant increase in the number of parcels being processed by Canada Post. You will also not be surprised to learn that this is just the beginning. Online purchases, which continue to grow, will considerably increase the number of parcels being delivered.

The current RSMC and urban letter carrier delivery system is not geared to deal with this increase in parcel volumes or the daily fluctuation of parcels to be delivered. This reality will be part of the issues discussed in negotiations.

ADMAIL

At the meeting held on December 8th, Canada Post's presentation dealt with its overall admail products. Canada Post is now able to deliver a product to an entire sector and deliver items addressed to targeted residences. Canada Post hopes to increase its market share.

Canada Post also told us it wants standardized sizes and delivery spans.

FINANCE

On December 15th, Canada Post made a four-part presentation on its financials, covering:

- ♦ the erosion of lettermail volumes;
- ♦ the Pension Plan;
- ♦ its cost structure;
- ♦ the competition.

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Canada Post's message on these four issues can be summarized as follows:

- Lettermail volumes have decreased by 28% since 2007. Each 1% drop in volumes represents a loss of \$30 million.
- The Pension Plan has a solvency deficit of \$6.8 billion, which means the Corporation would have had to pay \$1.4 billion in special payments this year had the government not granted it temporary relief.
- Canada Post's workforce (i.e. us workers) represents 70% of the Corporation's costs.
- The Corporation faces an ever-increasing threat from its competition.

UNION POSITION TO COME...

In January 2016, the Union will also be presenting ITS OWN view of the Corporation's financial situation.

In addition, the parties will also be deciding on a date for the official presentation of your demands. The Corporation will also present its demands.

In the meantime, let the employer know that you support your Negotiating Committee, and that CUPW workers deserve real improvements in their working conditions, but especially respect and dignity.

The Negotiating Committee would like to take this opportunity to wish you a happy and safe holiday period, and a new year which will bring us a collective agreement that provides for the future of our members and their families.

In Solidarity,



Sylvain Lapointe
Chief Negotiator
Urban Unit



George Floresco
Chief Negotiator
RSMC Unit

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