

CUPW FILES UNFAIR LABOUR PRACTICE COMPLAINT AGAINST CANADA POST

The *Canada Labour Code* provides that the parties have a duty to make every reasonable effort to negotiate a collective agreement and must bargain in good faith. Furthermore, employers are prohibited from interfering in the affairs of a Union. Today, CUPW filed a formal complaint to the Canada Industrial Relations Board (CIRB) that Canada Post management has failed to negotiate in good faith and is interfering with the Union's right to represent its members.

The complaint covers both the Urban and RSMC bargaining units. It describes in detail the refusal of CPC to engage in any meaningful discussions or negotiations regarding the RSMC unit. With respect to both the Urban and RSMC units, CPC has refused to negotiate on their global offers which were submitted one week prior to the parties obtaining the right to strike or lock-out. CPC has also circumvented the bargaining process by negotiating through the media. An example is they claim our proposals will cost \$1 Billion, which they repeatedly make to the media but refuse the Union's repeated requests to justify their numbers.

Instead of bargaining, the employer has simply tabled offers that it knew would be totally unacceptable to the Union. Finally, management representatives have been communicating directly with Union members, making threats and spreading disinformation.

Once both parties have made all of their submissions, the CIRB will determine its procedure. We have asked that the complaint be heard immediately.

Negotiations Continue

As we previously reported, we met with CPC on July 4th, where they provided us with a written rejection of our global offer. Today, we met with CPC, in the presence of the mediators, to discuss several issues. Although we cannot report any major progress, we remain committed to the negotiations process.

We will continue to report developments as they occur.

As always, stay informed, stay united, and resist provocations.



Sylvain Lapointe
Chief Negotiator – Urban Unit



George Floresco
Chief Negotiator – RSMC Unit