



PSAC-UPCE BARGAINING UPDATE



July 10, 2008

Bargaining Workplace Fairness

Our national bargaining team met with Canada Post July 7 to July 10.

PSAC's proposal for new grievance language in Article 19 was discussed and a technical working group was formed to report back to the main bargaining table for the round of bargaining on August 20.

The employer presented a revised Appendix M for renewal. Appendix M deals with ongoing change at Canada Post. Your bargaining team will work to ensure that this program is updated appropriately and continues to be adequately funded. This appendix remains under discussion.

The bargaining team presented its proposals regarding Family Related Leave and Bereavement Leave. We believe that the current definition of family under both the Family Related and Bereavement Leave sections of our contract are too restrictive, and the time provided is insufficient for employees to take the time they need to look after, or grieve for, loved ones. We are committed to ensuring that employees get the time that they need. This issue is still under discussion.

The employer presented their proposal on vacation leave. It is as follows:

40.02 Vacation Credits

- (e) *Seven (7) weeks per vacation year for employees who have completed twenty-eight (28) years of continuous employment as of March 31 2009; ~~Seven (7) weeks per vacation year after she has completed twenty-eight (28) years of continuous employment;~~*

Your bargaining team soundly rejected this proposal as it would mean that after March 31, 2009 anyone with 28 years of continuous employment would not get a seventh week of vacation. Other unionized workers have been able to maintain their vacation entitlements and at the least, we deserve the same.

This bargaining team is not prepared to negotiate any concessions and will continue to stand up for workplace fairness and ensure that our members' leave entitlements are protected.

The agenda for the next round of negotiations will include further discussions on benefits.

Next scheduled bargaining dates are July 22-25.

**PSAC/UPCE at Canada Post
Stronger Together**