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December 1, 2008

Mark MacDonell
General Manager
Labour Relations
Canada Post Corporation
2701 Riverside Drive Suite N0060
Ottawa, Ontario K1A 0B1

Dear Mr. MacDonell:

I am writing in regards to your letter of November 26th, which called upon PSAC to put Canada Post's final offer to the UPCE membership for voting. While you may have felt obligated to encourage us in the strongest possible terms to put the final offer out for vote, I feel obligated to encourage Canada Post in the strongest possible terms to remove the concessionary Short-Term Disability Plan from your offer, and sit down and negotiate a collective agreement that meets the needs of the membership and the Corporation.

I can assure you that the membership has been fully appraised of Canada Post's final offer. I also recognize that there are a large number of items that have been agreed to in principle by both parties. The bargaining team rejected the Corporation's last offer due to the proposed roll back of their sick leave and family leave entitlements. Our members continue to support that decision and voted with their feet; and have remained strong in their resolve since November 17th in order to achieve a fair collective agreement.

Our members remain on strike, despite considerable personal hardship and knowing fully well the holiday season is fast approaching. They continue to do so because the last offer made by Canada Post is simply not adequate.

Despite the Corporation's attempts to sell this final offer directly to the membership, and continued intimidation tactics both on the picket line and at members' homes, the membership is united and strong in its opposition to the final offer. Canada Post's tactics are not working; they are having the effect of solidifying membership solidarity against employer concessions.



Instead of employer intimidation tactics and calling for a final offer vote, there is a better solution to this issue, one that would bring this labour dispute to an end very quickly. Canada Post must withdraw their proposal on the Short-Term Disability Program. The PSAC/UPCE bargaining team remains on standby, and is ready to return to the bargaining table immediately in the event that Canada Post is prepared to make a substantial change to their last offer.

I would encourage the Corporation to give this matter the most urgent of attention.

Sincerely,

A handwritten signature in black ink, appearing to read "John Gordon". The signature is fluid and cursive, with the first name "John" being more prominent than the last name "Gordon".

John Gordon
National President

c.c. Erna Post
Richard Des Lauriers