



PSAC-UPCE BARGAINING UPDATE



STAMP OUT
workplace unfairness!

Concessions Proposed by Canada Post

Union Proposal
wage increase
3%

Employer offer between 1 & 2%. Compare with employees belonging to CUPW – increase of 2.75% on February 1, 2009 and another 2.75% on February 1, 2010, APOC – April 1, 2008 2.5%, CAAA

Current
Collective

Move to the next
salary increment on
June 3 of each year.

CONCESSION - all employees who cannot be evaluated and have a performance rating of 1 will not move up one increment.

An employee must be on the job for three months out of the year in order to be the subject of a performance evaluation.

CONCESSION - employees wishing to take sick leave, occupational accident leave, maternity or adoption and parental leave, long-term elder care and childcare and nurturing leave, union leave, etc. run the risk of not being

Drug plan

CONCESSION – New drug plan with a limited list of drugs (such as the one in the CUPW collective agreement)

CONCESSION- Special form to be completed by the doctor for tier 2 and 3 drugs.

CONCESSION- For employees living in Quebec, there are no terms under which they can join RAMQ (= Quebec health insurance plan) if they opt not to contribute to the Canada Post plan.

Sick leave can be
accumulated at the
rate of 15 days a
year. Only an
employee-written
declaration is
needed to justify 10

CONCESSION – the new plan would pay 7 days a year instead of 20 days a year.

CONCESSION – After the eighth day of any sick leave period or for a family-related leave period of five days or less, THE EMPLOYEE IS NOT PAID.

CONCESSION – To collect short-term disability insurance, the employee is paid 70% of his/her salary for sick leave of five days and over.

CONCESSION- If the employee has accumulated sick leave credits under the current plan, whereby he/she receives 95% of his/her salary for 15 weeks and 2 weeks at 100% when combined with employment insurance. From week 18 to 30, he/she receives full (100%) salary. This falls to 70% starting in week 31.

Five paid days of
family-related leave
can be taken per
year.

CONCESSION- All new employees shall not receive all sick leave credits called for in the current collective agreement.

CONCESSION – No more accumulating sick leave credits and

Annual leave –
7 weeks after 28
years of
employment

CONCESSION- The right to a 7th week of annual leave is eliminated.