

**PSAC/UPCE BARGAINING UPDATE  
DECEMBER 18, 2004**

At 9:45 Friday morning (December 17, 2004), your UPCE Bargaining Team was presented with a comprehensive final offer from Canada Post. The Employer felt that after 48 days of negotiations, and a week of strike activity, it was time to table this final offer as a way of concluding negotiations for your next collective agreement. Your Team spent time reviewing the final offer, and comparing it to the previous global offers of the Employer. Is there enough in this final offer for the membership? Did the Employer react to our strike action by responding to your priority issues, and taking away their rollbacks? The answer is NO! This final offer of the Employer still contains many rollbacks and traps for the membership, including:

- Two-tier staffing process; qualified members would have priority over members who are capable and with training could become qualified.
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- A minimum one-year tenure in a position; members would be forced to stay in a job for one year before being able to move to a new position.
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- Freezing severance pay as of December 31, 2004 and paying it out. There would be no further accrual of severance pay in the future. Part-time members would see their severance payout based on scheduled hours, not actual hours worked.
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- Introduction of an annual employee contribution of 5% (active members) or 25% (retirees) for the Extended Health Care Plan.
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- Introduction of a three-tier drug formulary; members would now have to pay between 20% to 50% of the cost of the drug.
  
- Introduction of a 5% member contribution to the Dental Plan. The final offer also does not respond to your key issues, including:- Equitable economic increases with other Canada Post bargaining units. The employer's offer of 2.4%, 2.4%, 2.5% and 2.5% is not the same as the 3% provided to other CPC employees.
  
- Making improvements to the benefit plans, not concessions!
  
- Better treatment of our surplus members, including those moved out of the bargaining unit.
  
- Making improvements to the staffing article, to include our wins at arbitration and provide better opportunities for the membership.

- Protecting our bargaining unit work, to stop the erosion of UPCE. UPCE members deserve much more than what the Employer is offering. We went on strike to send this message loud and clear to the Employer; now we need to force the Employer to improve their offer by rejecting this final offer.

Your Team will be putting this final offer out to the membership for a vote, with a recommendation of REJECTION.

Information and vote meetings will be scheduled in the new year. Voting kits are being assembled, and will be made available at these meetings. Your Team will also be providing more information and analysis in upcoming bulletins, and will be at the vote meetings to explain all of the deficiencies with the Employer's final offer.

We deserve better! Your Team thanks you for all of your solidarity. The strikes did impact the Employer, and proved that UPCE members do play a valuable role within the Corporation. Now we need to continue this solidarity with a strong vote of rejection of this Employer final offer.

Protecting our future means standing up and saying NO to the rollbacks and concessions that the Employer is seeking with this final offer.