

R-E01 – HO Comms to all employees re: crossing a picket line

Subject: What to do if there is a picket line outside your building

Audience: All Management and Exempt employees, and those represented by PSAC-UPCE, and APOC (Sales)

As you know, Canada Post has received notices from the Canadian Union of Postal Workers (CUPW) of its intent to begin strike activity on Friday, November 15, 2024, at 12:01 a.m. ET. In the event of a labour disruption, picket lines may be established at Canada Post facilities.

In the event of rotating strikes by CUPW, it's important that you know what to do if there is a picket line outside your building.

What you need to know

- Strike activity and picketing are legal rights under the *Canada Labour Code*. Non-striking employees, contractors and customers have a legal right to cross picket lines.
- Strike activity can be stressful. We must treat each other respectfully and as co-workers. **The safety of our employees is our highest priority.**
- Picket lines can happen legally in public areas that include sidewalks, streets or parks.
- You will likely encounter picket lines if you are going into a facility where a strike is taking place, especially at main entrances.
- You may experience delays entering and exiting a facility, and will likely need to show your Canada Post ID.
- Security, management personnel and/or operations leaders will be monitoring picket lines to ensure safe and orderly conduct.
- As employees who are not represented by CUPW, your participation or support of any strike activity in the course of your Canada Post duties would constitute an illegal strike that could result in disciplinary action, up to and including dismissal.

What you need to do

- **Remember, your personal safety comes first.**
- Check canadapost.ca/negotiations before going to your facility to see if there is a picket line.
- Have your Canada Post ID ready and accessible before approaching a picket line.
- If your path is impeded by picketers, follow instructions from the picket line captain to cross safely. Please be patient.
- If there is a picket line at your building and you want to avoid delays, consider taking public transit or parking in a different lot.
- If you cannot safely make it to the facility, turn back and advise your team leader as soon as you can do so safely.
- If you see or encounter any picketing activity that concerns you, notify the Security Operations Centre at 1-855-229-6025.

Thank you for your patience and understanding.