

The parties agree that the following Articles shall be amended. The amended language can be found in the Parties Joint Statement Respecting Agreed-to Items, dated May 1, 2025:

(a) Update the Index of the Collective Agreement

- Update the table of contents.

(b) 2.01 – Definitions

- Change of the word “his” to “her” under (f).

(c) 2.02 – Definitions, Canada Labour Code/Interpretation Act

- Clarification of what Employees are entitled to under the *Canada Labour Code*

(d) 3.03, 3.04 – Union Recognition and Check-Off, Copy of Agreement

- Collective agreement to be electronic with hard copies upon request. Notice to new employees they are covered by the Collective Agreement in the new hire kit.

(e) 3.11 – Union Recognition and Check-Off, Deduction for Other Purposes

- Updating the wording to manage the Group Life Insurance Plan.

(f) 5 and 5.02 – Workplace Harassment, Violence and Discrimination

- Updated because Canada Post changed the name of the Policy.

(g) 7.07 – Grievance Procedure, Submission of Grievance

- Association able to sign a grievance on behalf of an employee.

(h) 7.21 – Grievance Procedure, Arbitration

- Exchange of documents between the parties must be 1 week before hearing date.

(i) 7.22 – Grievance Procedure, Arbitrators

- Added and removed names of arbitrators from the list.

(j) 7.30 – Grievance Procedure, Implementation Notice

- Period missing at end of sentence.

(k) 11.03 – Staffing, Assistant – fifteen (15) Hours or more

- Missing the letter “(a)”.

(l) 11.05(c) (d) – Staffing, Transfer and Request for Transfer form

- Transfer form simplified
- Closing date for transfer forms now 14 days before rec submitted.

(m) 11.06 – Staffing, Competition

- Interviews can be held in person, by video conference, or by telephone. There are restrictions on how the video conferencing can be used.

(n) 11.08 – Acting Assignment

- Acting assignments are now offered to terms with continuous service in the office prior to an employee within a 50km radius.

(o) Flowchart re Article 11

- Changed to reflect new list of priority when staffing.

(p) 20.09 – Hours of Work, Rest Periods

- Employees scheduled 6 hours or more, are entitled to two 10 minutes breaks.

(q) 21.01 – Designated Holidays

- National Day for Truth and Reconciliation Day has been added.

(r) 22 – Vacation Entitlements

- Group Postmasters now receive vacation pay on any additional hours worked beyond their regularly scheduled hours.

(s) 23.01 – Vacation Leave Scheduling, Vacation Leave Period

- Blackout period for scheduling vacation no longer the entire month of December, now blackout period only December 1-24th.

(t) 29.04(c) – Leave for Association Business

- Removed reference to sick leave credits.

(u) 35.10 – Application of Rates of Pay, Recovery of Overpayments

- Recovery is automatically set at 10% per pay period unless the employee wishes to pay a greater amount.

(v) 50.02, 50.03 and 50.04 – Term Employees

- Article 5 and Article 19 and parts of 24 will be added in the list for terms.

(w) 60.01 – Renewal and Duration, Term of Agreement

- Agreement in effect January 1, 2024 until December 31, 2026

(x) Appendix A and Appendix AA – Points for Rates of Pay

- Points of 1080 were added at the Level 6A.

(y) Renewal of letters in the Collective Agreement and loose side letters

- Renewed side letters and added most of the loose side letters to the Collective Agreement.

(z) Letter re National Joint Committee on Staffing (p. 136)

- The letter of Understanding outlining the National Joint Committee on Staffing was updated.

(aa) Letter re Rest Periods (p. 126-27)

- The letter of understanding was updated to reflect that you get two rest periods if you work six hours or more.

(bb) Letter re Potential Deletion of Article 33.01(1) from the Collective Agreement

- CPC has agreed to look into discussion including Group Postmasters in Injury on Duty Leave.

(cc) Form re Notice of Workplace Harassment, Violence and Discrimination

- Form was updated with new language.

(dd) Appendix "S" – Child Care Fund

- A childcare fund has been created, more details to follow.