

Some highlights of the agreement

Preamble

- ♣ The Union has an obligation to represent its members in accordance with Article 29 of the Urban Operations Collective Agreement
- ♣ Notwithstanding the signing of the agreement, the Union “.....continues to be in disagreement with and is strongly opposed to the closure of the Quebec City post office....and intends to continue its efforts to convince the employer to abandon plans for this closure.”

Highlights

Regular employees:

- ♣ All provisions of the collective agreement will apply
- ♣ Thirty six members who do not have five years continuous service and who could otherwise be displaced beyond 40 km will have full job security
- ♣ An additional 34 positions have been protected meaning that 268 positions will be eliminated instead of 302
- ♣ 75 positions will be temporarily established and will be maintained until there are no longer any surplus positions
- ♣ Training will be provided for employees in new positions as soon as they are appointed
- ♣ The retail outlet now located at 300 Saint Paul will be relocated and will provide all the services currently provided
- ♣ The hours of operation in retail postal outlets will be extended for as long as there are surplus employees
- ♣ As long as there are surplus employees or surplus positions, the current number of corporate retail outlets and the current number of positions in retail outlets will be maintained and the number of franchises within a 40 km radius will not be increased
- ♣ A displacement allowance will be paid to all regular employees who are displaced, voluntarily or not
- ♣ Special staffing and posting rules will apply to minimize unnecessary displacements
- ♣ A minimum of four MAM 11 positions will be maintained in Quebec City;
- ♣ The employer will pay a lump sum of \$1000.00 to regular part time employees to compensate for loss of income

Temporary employees:

- ♣ Rights under article 44.11(a) are extended from 12 months to 4 years
- ♣ The number of call-in lists is reduced from four to two: one for Group 1 (70 names) and one for Group 2 (110 names);
- ♣ Individuals may have their names placed on either of the lists based on their seniority.

Duration

Except for the 4-year period that applies to temporary employees, the memorandum of agreement will cease to apply once there are no longer any surplus employees.