

MINUTES OF CONSULTATION THAT NEVER TOOK PLACE!

Below is a series of extracts from AJPC's management version of "Minutes of Consultations" which NEVER TOOK PLACE.

On July 9, 2026, the Scarborough Local proposed to hold consultation on July 16, 2026, with Management on their upcoming 13.04 bid. We sent them our initial opinions of their proposed bid on July 14, 2026, in the context of their threat that they will be proceeding with the bid if they did not receive our views on the bid by July 14, 2026.

The local is of the opinion that management dating and adding a few political statements to the opinions expressed by the local union do not constitute minutes of a consultation which never took place.

Neither do these statements cover up the truth of what is taking place with this new 13.04 bid nor with the drive of the company to increase the exploitation of its reduced AJPC workforce.

Their hope is that by using less workers in the processing of the mail volumes at the biggest and most modern plant in the country, the financial crisis created by national mismanagement will begin to be resolved.

Local Management is ignoring the fact that they are endangering workers' health and safety. This is a conclusion which is borne out by facts, in particular after holding similar bids in March 2026 and in May 2025.

The holding of a new 13.04 bid, beginning on July 21, 2026, can hardly change the trend of using less workers to perform more duties – just when the volumes of mail of all kinds and parcels returning to the plant are beginning to ramp up.

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AJPC admits that it is operating for almost two years without backfilling absences of processing workers employed over the three daily shifts. The result is that today the facility is being operated with thousands of hours less labour each day at AJPC.

Workers off on long term absences – for whatever reason, but mainly illness – are not being replaced or backfilled. Discrimination against those on accommodation is resulting in them being sent home and not replaced. Workers off on annual leave, sick leave of any kind, pre-retirement leave, compensatory time off, and all other kinds of leave, are not being replaced on a daily basis. In addition, positions of workers who retire, resigned etc. are being deleted and no new workers are being brought in to fill those vacant positions. Since January of 2024 this “new plant” has deleted scores of positions and assignments. This is exactly CPC’s “attrition” plan - to fire thousands of workers as outlined repeatedly in public.

This simple fact of a reduced workforce is what is pushing management to come up with methods of exploiting them to the maximum. The repeating of these 13.04 bids for a third time in 12 months is part of this push to increase the exploitation of these workers.

This is an open program which the company is implementing in all its areas of work – most pronounced amongst the letter carriers nationwide – with the removal of door-to-door delivery and so on.

The company is actually generating hundreds of surplus workers in this downgrading process as they put the downsizing burden on the backs of postal workers.

In this degenerating process, to wreck the existing post office, management is using lots of empty and untrue statements to hide what is actually taking place.

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While, for instance, refusing to hold meaningful consultation with the union about the fall out of their drive to make workers work harder, they are actually not being true about their intention and seeking to claim that they are upholding the rights which workers have fought for over the years.

We have stripped out from these “minutes” the response of the union to the initial proposal to bid made by management. We have added in a few comments to clarify CPC statements.

Albert Jackson Processing Centre Minutes of Consultation

July 16, 2026

Thank you, Mr. Charles, for your correspondence regarding the proposed Article 13.04 bidding process. We have carefully reviewed the concerns raised by the Local. While we appreciate the feedback and acknowledge the importance of ensuring employees understand the process and associated impacts, we respectfully disagree with a number of the conclusions reached in your letter.

Information outlining the proposed changes was provided to both the Regional and Local union on July 3rd, 2026. To facilitate meaningful consultation, opportunities to consult were made available on July 9, 10, 13 and 14th, 2026, for the union to raise any concerns. Neither the Region nor Local made themselves available for consultation. The union was advised if they were unable to attend consultation to provide their concerns in writing by end of day July 14th.

(Local CUPW Comment: Timely replies were sent to MGT by the regional union Director Mark Platt to those proposed dates and by the Scarborough Local offering July 16, 2026, for consultations.)

MGT: Please find below the responses to your email dated July 14th, 2026.

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MGT: The Corporation maintains that the proposed bid satisfies the requirements of Article 13.04 and it is consistent with the collective agreement and the national union's position on this matter.

MGT: The bid is not simply a repetition of previous exercises. Since the last bidding process, operational needs, assignments, shift levels, rotation structures, staffing allocations, and customer expectations have continued to evolve. The cumulative impact of these adjustments has resulted in changes to constituent elements in assignment structures that warrant a bid under Article 13.04 under the Collective Agreement.

Management retains the responsibility to organize work in a manner that supports operational needs, safety, service commitments, and staffing effectiveness. The current bid has been developed in support of those responsibilities and in accordance with Article 13.04 and the provisions of the collective agreement.

(Local CUPW Comment: "Staffing effectiveness" - Since March 1, 2026 – 18 Positions deleted – scores of Accommodated workers sent home – no replacements - daily extensions to part time workers – more workers moved from assignments to work elsewhere in plant to save on hundreds of forecasted hours by unfilled absent positions)

MGT: We disagree with the Local's position that only employees whose current assignments have experienced direct constituent element changes must participate.

(Local CUPW comment: The above position has never been advocated by the union.)

When an Article 13.04 bid is implemented, the purpose is to establish an orderly and equitable reassignment of work based on seniority across the affected bidding unit. Limiting participation only to certain employees would create inequities and could restrict the ability of senior employees to exercise their rights within the bid process.

The proposed process has been designed to ensure all employees have equal opportunity to express their preferences and that assignments are awarded consistently based on seniority and qualification requirements.

MGT: The Corporation does not agree that the frequency of bids, in itself, demonstrates misuse of Article 13.04.

Where operational needs change, management has an obligation to periodically review assignment structures and make adjustments when required. The need for more than one bid within a particular period does not invalidate the legitimacy of the process if the operational needs support such action.

The decision to proceed with a bid is driven by business needs and organizational requirements rather than a desire to create disruption.

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(Local CUPW Comment: Tell the truth at last!! Driven by the downsizing “business needs etc”)

MGT: We acknowledge that any large-scale bidding exercise can create uncertainty and requires significant communication.

However, we do not agree that conducting the bid itself is the source of workplace disruption. On the contrary, the objective of the bid is to align assignments with current operational needs, improve assignment stability, and provide clarity regarding regularly scheduled positions.

To support employees through the process, comprehensive communication materials and bid instructions will continue to be provided.

MGT: The Corporation disagrees with the assertion that this bid is being used as a substitute for appropriate staffing strategies or that it is intended to reduce staffing levels.

(Local CUPW Comment: Your comments continue to confirm the assertion by the union. The reduced staffing level by thousands of hours each week is visible for all to see! Bid or no Bid)

A bidding exercise and staffing decisions are separate matters. Staffing is managed based on operational needs, budgetary considerations, work schedule patterns, workload forecasts, and applicable collective agreement provisions.

The purpose of this bid is to establish a staffing configuration that more accurately reflects current operational needs and workload distribution.

MGT: We reject the Local's repeated assertion that management is intentionally creating confusion for employees. The proposed bid is being conducted to address operational needs and to ensure assignments accurately reflect current staffing and workload needs. Any changes associated with the bid are driven by legitimate operational considerations, not by a desire to create uncertainty or disruption. Management is making significant efforts to communicate the bid process clearly and provide employees with the information necessary to make informed decisions. Disagreement with the bid does not support the conclusion that the process is intended to confuse employees.

(Local CUPW Comment: Trying to convince themselves that the latest bid situation is driven by high ideals and not just the squeezing of more labour from the reduced number of workers.

MGT: We disagree and will follow the provisions of Article 13.04 in the Collective Agreement, which is consistent with the national union's position on this matter.

(Local CUPW Comment: 13.04 bidding has been done in the proper manner for the past 35 years in Scarborough Local and respected the rights of those impacted and the seniority rights of every worker)

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MGT: The Corporation disagrees that email communication is an inappropriate method of distributing bidding information.

Electronic communication provides employees with timely access to bid materials and enables efficient dissemination of information. It also improves employee access by ensuring information reaches employees regardless of their location.

Employees who experience difficulties accessing electronic communications will continue to have opportunities to seek assistance through alternate communication methods.

(Local CUPW Comment: You are in the wrong business refusing to use the mail delivery process to send bidding information to workers and to received replies from them – What is the rush?)

MGT: Management further disagrees with the suggestion that management hinder the union in participating in meaningful consultation.

(Local CUPW Comment: When did the “meaningful consultation” take place? – July 16? You cannot dictate the date of a consultation)

Information outlining the proposed changes was provided to both the Regional and Local union on July 3rd, 2026. To facilitate meaningful consultation, opportunities to consult were made available on July 9, 10, 13 and 14th, 2026, for the union to raise any concerns. Neither the Region nor Local made themselves available for consultation. The union was advised if they were unable to attend consultation to provide their concerns in writing by end of day July 14th.

The Corporation recognizes the importance of fair and appropriate rotations.

(Local CUPW Comment: Not up to this date – after walking out of consultations on rotation in March and May 2026! – And refusing to meet and resolve the rotation issue since then.)

At the same time, rotations must be balanced against operational needs, staffing availability, training requirements, employee qualifications, and service obligations. Management will continue to administer rotations in accordance with the collective agreement while maintaining operational effectiveness. The Corporation will provide updated rotation of duties and invite consultation to discuss.

The Corporation takes its health and safety obligations seriously and rejects the suggestion that the proposed bid compromises employee safety.

Management continually evaluates operational risks, staffing requirements, equipment resources, and workplace practices to ensure work is performed safely. The implementation of revised assignments through an Article 13.04 process does not diminish those obligations.

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(Local CUPW Comment: 13.04 bids to date have NOT resulted in bringing back all backfills needed but in more disrespect to workers and their owned positions, the creation of more spares daily and their unreasonable reassignments)

The Corporation will continue to consult through established health and safety mechanisms on matters within the scope of those committees.

Given the time that has elapsed since the proposal was first communicated, and the importance of implementing these changes in a timely manner, management is unable to accommodate further delays. Accordingly, we will provide the union with the updated timelines and proceed with the bid.

DISTRESSING PART TIME WORKERS

MGT: The Corporation disagrees that the use of part-time employees within the current operating model constitutes a violation of Article 39.06.

Operational needs fluctuate daily and seasonally. Extension of hours and/or altered reporting times, do not automatically convert a part-time position into full time.

The Corporation continuously reviews staffing requirements and will continue to utilize full-time, part-time and temporary resources in accordance with operational needs and the collective agreement.

(Local CUPW Comment: Our Part Time members should not be used to avoid staffing absences. Neither are they to be used to keep the staffing ratio (FT to PT) at this facility at more than 10 points below the national average)

We acknowledge the Local's position regarding earlier start times for certain part-time employees. In the schedules provided the Corporation has adjusted some PT schedules to start at 00:00.

P.O. 5s CONCERNS

MGT: The Corporation acknowledges the concerns raised regarding the PO5 assignment structure; however, we disagree with the characterization that management has acted in an insensitive or disrespectful manner toward these employees. Assignment schedules, job duties, and operational requirements are established based on the needs of the facility and the work that must be performed to support processing and transportation operations.

While employees may have preferences regarding shift schedules and the allocation of particular duties, management must balance those preferences against operational needs and service commitments. The establishment of the 18:00 to 02:00 shift and Sunday assignments was driven by operational considerations and not by any intent to disadvantage employees.

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The Corporation also rejects the assertion that PO5 employees are being disrespected when assigned duties outside of driving functions. Employees may be required to perform duties that fall within their classification and for which they are qualified, in accordance with operational needs and the collective agreement. Such assignments are made to ensure the efficient operation of the plant and should not be interpreted as a lack of respect for employees or their skills and experience.

Management values the contributions of PO5 employees and remains committed to treating all employees fairly, professionally, and respectfully.

(Local CUPW comment: Your respect for them is so much that in the past two years you have deleted 26% of all PO 5 jobs at AJPC with ongoing plans to eliminate more and you continue to refuse action to keep them consistently on duty as dispatchers.)

BIDDING ACROSS SECTIONS

MGT: We disagree that a facility-wide bid is required. We are conducting this bid under 13.04 and is consistent with the collective agreement and the national union's position on this matter.

(Local CUPW comment: 3 x 13.04 bids compound and not resolve any staffing problem facing AJPC. A - 39.07 bid to backfill the 150 positions uncovered will help and ending the deletions across the plant will assist. The CUPW National Union will support measures which grow the company – which do not put a heavier burden on less processing workers corralled across the plant nightly.)

ARTICLE 54 AND ACCOMMODATED WORKERS

MGT: The Corporation remains committed to meeting its obligations regarding accommodation.

Accommodation requirements are assessed individually based on medical information, workplace restrictions, operational considerations, and applicable legal obligations. The implementation of a bid does not alter the Corporation's commitment to managing accommodation cases appropriately and in accordance with applicable requirements.

(Local CUPW comment: “Meeting its obligations” must mean to Accommodate to the point of undue hardship. That includes not suddenly discriminating and sending workers home because they are 54 status or because they are accommodated. Nor does it disrespect updated documents approved by CL while keeping workers at home causing financial and emotional hardship while without pay!)

MGT: We strongly disagree with the repeated assertions that management's intention is to create confusion, distress employees, increase hardship, or permit inappropriate supervisory practices.

The objective of the proposed bid is to establish an assignment structure that supports operational needs, service commitments, fairness in assignment allocation, and efficient

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deployment of resources. While reasonable individuals may disagree on the preferred approach, management's actions are guided by legitimate operational considerations as outlined in the provisions of the collective agreement.

(Local CUPW comment: Fancy words do not change reality of the deepening exploitation of a smaller number of workers unless all 39.07 bids are resumed and deletions are stopped. To be doing his same bid involving 700+ workers a 3rd time in 14 months spells a commitment to not considering the impact on the AJPC workers and the increase in complaints which followed each bid.)

MGT: The Corporation appreciates the Local's feedback, and the perspectives provided on behalf of employees. However, after reviewing the concerns raised, management remains of the view that the proposed Article 13.04 bid is appropriate, operationally necessary, and is consistent with the collective agreement and the national union's position on this matter.

We remain committed to providing employees with clear communication throughout the process and to continuing discussions with the Local regarding the implementation of the bid and related operational matters.

(Local CUPW comment: The Local stands committed to guiding its AJPC membership to protect their interests, hard earned rights and years of sacrifices against intensified national CPC mismanagement and measures now being taken to make the workers bear a heavier burden.)

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