



Submitting a Letter to the Industrial Inquiry Commission

As part of his review of the current bargaining dispute between Canada Post and the Canadian Union of Postal Workers (CUPW) under section 108 of the *Canada Labour Code*, Commissioner William Kaplan is accepting written submissions from third parties and the public.

Because Canada Post is a publicly owned Crown Corporation providing a universal service across the country, we all have a stake in this process. Although time is limited, members of the public need to make sure their voices are heard, and that Commissioner Kaplan considers their perspectives in his recommendations about the future of the public post office.

The Commissioner will review Canada Post's financial situation, the possible diversification or alteration of delivery models, Canada Post's viability as it is currently configured, as well as bargaining issues, including full-time employment, health and safety, and job security. The Commission's report is due no later than May 15, 2025.

Recommendations may include "amendments to the collective agreement, and any other changes to be implemented, including the structures, rights and responsibilities of the parties in the collective bargaining process."

Submissions are due FRIDAY, FEBRUARY 14, 2025

They can be emailed to: edsc.cdi-iic.esdc@labour-travail.gc.ca

As an extra precaution when sending in a submission, please cc: samuel@williamkaplan.com on your email to the IIC.

PLEASE NOTE: ALL submissions the Commission receives will be shared with both Canada Post and the Union. Submissions are not private or confidential.

To help you write a submission to Commissioner Kaplan, CUPW has drafted a template, which you will find below.



Sample Submission

Dear Commissioner Kaplan,

My name is Chloe Bergeron, and I am a retired schoolteacher from Ottawa, Ontario. I am a longtime advocate for the rights of people living with disabilities, and I am active in my neighbourhood's chapter of the Movement.

I am writing to urge you to make recommendations that will ensure Canada Post takes seriously its obligations to provide fair and equitable service to all Canadians, particularly for those living with a disability. Canadians living with a disability have been disproportionately impacted by Canada Post's 2013 decision to expand the use of Community Mailboxes at the expense of door-to-door delivery. For most Canadians, a short walk to the mailbox is not an issue. But for Canadians living with a disability like me, the challenge can be severe. My balance is very poor, so getting my mail from my slot at the bottom of the CMB is very difficult. In the past, I have fallen over and hurt myself.

Unfortunately, Canada Post's "Delivery Accommodation" program leaves much to be desired. I have filled in my paperwork and provided the requested documentation. But Canada Post informed me that although I qualified for the program, I would only receive mail once per week to my door. As a retiree dependent on regular cheques and notices coming in the mail, receiving my mail once a week is simply not enough. It is simply not fair that I should receive limited service, just because I live with a disability.

Canada Post must provide fair and equitable service to all Canadians. In your report, I urge you to consider the rights and needs of Canadians living with a disability and recommend daily, door-to-door delivery be restored to all Canadians, like me, who need it.

Sincerely,

Chloe Bergeron

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