

**Minutes of the National Consultation between
Canada Post Corporation and the Canadian Union of Postal Workers
via Microsoft Teams
09-09-2026**

Canadian Union of Postal Workers (CUPW)

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Annual Leave Scheduling (Andrew Katin)

The Corporation presented the annual leave transition period, which runs from January 3, 2027 to April 1, 2028. This makes up 65 weeks: 52 weeks in 2027 and 13 weeks in Q1 2028. There will be a single 15-month bid, and the 15-month quota will be loaded on January 1, 2027. Columns will be determined by dividing total entitlements by 65. Fractional Q1 2028 entitlements will be rounded up to the nearest whole day: employees with 6 weeks of annual entitlement will receive 8 days (7.5 days rounded up), 5 weeks will receive 7 days (6.25 days rounded up), 4 weeks will receive 5 days, and 3 weeks will receive 4 days (3.75 days rounded up).

The Corporation gave an example: an employee with 6 weeks of annual entitlement could bid 6 full weeks, plus 1 more week from their Q1 entitlement. The remaining 3 days would be taken separately.

The Corporation advised that the bidding rules will stay the same. Employees may bid a maximum of 2 weeks in the first round and the remainder in the second round. Only full weeks are bid on the schedule. Leftover days are taken separately and are not bid. The carry-over quota will be extended to March 31, 2028. Further carry-over requires mutual consent and will take place after regular bidding is complete. There are no restrictions on bidding, so employees may bid their entitlement at any time within the 15-month period.

CUPW asked how leftover days would be taken. The Corporation advised that they are taken on dates the employee chooses, subject to operational requirements, and can be taken as single days at any time during the year. The Corporation noted that RSMCs already take single days of vacation outside of lieu days, and that requests for one or two days are currently approved. This approach extends existing practice. CUPW asked for a copy of the bid sheet once it is finalized, and the Corporation agreed.

The Corporation acknowledged that during the transition, an employee may be able to take 2 weeks of pre-retirement leave within a year outside of the usual stipulation of 5 and 6 being taken in the same year. It advised that no restriction will be applied and that this remains the employee's choice. CUPW described one week falling in each of three periods: January 1 to December 31, 2027; January 1 to April 2028; and April 1, 2028 to April 1, 2029. Under that breakdown, an employee could potentially take three weeks. The Corporation confirmed this is possible and that no restriction will be placed on it.

The Corporation advised that Weekend PFEs will have a separate vacation schedule from the weekday PFEs. CUPW raised PFEs assigned to hub work and other installations. The Corporation responded that a weekday PFE on a depot schedule would not be available for weekend work. CUPW asked how OCRE would apply to weekend and weekday coverage. The Corporation explained that some weekend PFE only

work one day on the weekend and the second day is unscheduled. A weekend PFE taking vacation involves two coverage steps. If an unscheduled PFE is available and coverage is needed, it will be covered by an unscheduled PFE on that day; otherwise, OCRE on the weekend list applies.

The Corporation advised that it will not issue a PowerPoint guideline. Instead, it will give Operations and PC&R guidance based on the document presented. The guidance will be less cumbersome than earlier guidelines. CUPW asked for confirmation that entitlements will be rounded up and not down. The Corporation confirmed.

CUPW asked about employees who move into a higher entitlement category during the changeover year, for example from 5 to 6 weeks. The Corporation explained that entitlements will be calculated on continuous service (CS) as of April 2028. If an employee's CS date places them in the next category, they will receive the full additional week within the 15-month transition period. Their Q1 entitlement is added to their annual entitlement. CUPW noted that this matches current practice: the additional week forms part of the 52-week calculation and may be bid at any time during the calendar year.

Action Items:

- The Corporation to provide a copy of the presentation to CUPW.

6.04 Port Moody (Allen Pleasants, Gary Hutton)

The Corporation advised that in mid-June, the Port Moody depot closed and operations moved to the Port Coquitlam (POCO) depot. The relocation affected 17 letter carrier walks and 5 RSMC routes. The Corporation noted that the move added about 10 to 15 minutes of drive time. For RSMCs, this is not extra drive time, as the distance to where routes start is about the same.

CUPW noted that Port Moody had closed and the urban operations moved to POCO, and asked whether clause 6.04 had been missed through an oversight. The Corporation confirmed that it was an oversight.

CUPW asked whether all RSMC routes had been restructured out of Port Moody. The Corporation advised that the relocation did not change the RSMC routes. They had been restructured some time ago, and Schedule A was updated when the depot moved. The Corporation confirmed that there has been no restructure at POCO since the relocation.

CUPW noted that the current PA Report does not show Port Moody or POCO. The Corporation advised that the routes have not changed; only the route names have. The Corporation stated that although the routes stayed the same, the route numbers were changed by adding a "20" prefix (e.g., SS1 to SS21).