

National Consultation Minutes

Meeting purpose

Consultation Between Canada Post (CPC) and the Canadian Union of Postal Workers (CUPW)

Date, time, and place

Date: September 9th, 2026
Time: 1:00 pm- 2:30pm
Place: MS Teams Virtual

Attendees

The table below is a list of everyone who attended the consultation

CUPW	CPC	
Terry MacDonald	Guillaume Rigal	
Sylvain Sicotte	Patrick Gagnon	
Nicolas Presne	Areen Singh	

Topics discussed

The table below identifies the topics discussed at consultation and the CPC representative/discussion leader.

Projects and Initiatives	
MAM/ELE3 transition	Guillaume Rigal & Patrick Gagnon
Group 3 and 4 SOQ	Guillaume Rigal & Patrick Gagnon

Topic	Summary	Action (if applicable)
MAM/ELE3 transition	CPC discussed implementation of the side letter creating a one-time voluntary transfer opportunity for eligible MAM-10 and MAM-11 technician employees to move into the ELE3 classification. CPC explained that the objective is for ELE3 employees to focus on operational support work, while MAM-10 and MAM-11 technicians concentrate on diagnostic, troubleshooting, and repair activities. Employees who transfer will retain their existing wage rate and future wage increases associated with their current classification. Where applications exceed available positions, selections will be based on seniority. CPC stated that implementation will occur on a site-by-site basis, with a one-month application period at each location following local consultation. Richmond is expected to be the first implementation site, followed by Léo-Blanchette and Gateway in late 2026 or early 2027, with Winnipeg, Edmonton, and Calgary anticipated to follow later in 2027. CUPW requested timelines for each plant once available. CPC agreed. CUPW requested information on the number of ELE3 positions available at each site. CPC mentioned that staffing numbers are still being refined and will be shared before local implementation. CPC noted that current estimates for ELE3 positions may represent approximately 25% to 50% of total positions, depending on the site. CUPW asked whether employees who transfer to ELE3 could later return to MAM-10 or MAM-11 positions. CPC explained that any return would require application through the normal Article 13 process, including meeting all qualification and experience requirements. CUPW expressed concern that employees could lose eligibility to return after spending significant time in ELE3 positions and this risk should be clearly communicated before employees make their decision. CPC agreed. CUPW also asked whether employees who are not selected during the one-time opportunity would have future access to ELE3 positions. CPC clarified that the special transfer opportunity is	<i>Provide timelines for each plant once available. CPC to review & respond.</i> <i>Share the MOA language once internal review is complete. CPC to review & respond.</i> <i>Double check the MAM-11 number in 40.11 report vs the deck and provide a rational. CPC to review & respond.</i> <i>Re-share French version of the deck.</i>

Topic	Summary	Action (if applicable)
	one-time only. Employees not selected would not retain eligibility for the wage protection associated with the side letter, and future ELE3 vacancies would be staffed through normal processes. CPC noted that currently MAM-10 positions are being staffed as needed, however MAM-11 positions are no longer being staffed. CUPW pointed out to a discrepancy in the 40.11 determination of needs chart vs the chart shared on the deck. The 40.11 chart showed 198 MAM-11 employees however the deck displayed 192. CUPW asked if CPC plans to increase the number by 6. CPC agreed to review and respond. CPC outlined the administrative process, advising that eligible employees will be invited to express interest in writing. Successful applicants will receive offer letters outlining applicable terms, including wage protection. CPC also intends to use a standard MOA to document transfers and requested circumstances. CUPW requested an opportunity to review the MOA language before it is finalized. CPC confirmed the draft is currently undergoing internal review. CUPW sought clarification on collective agreement coverage for employees who transfer. CPC confirmed that transferred employees will generally be covered by the ELE3 provisions of the collective agreement, except where the side letter specifically preserves certain Appendix A provisions. CUPW asked about references in the side letter to modernization, new equipment, and evolving work content. CPC explained that this language reflects ongoing operational modernization and the anticipated growth of EIM-10 positions, noting that there are currently approximately six EIM-10 positions and that this number is expected to increase over time. CUPW mentioned that the French version of the deck displays incorrect translation. CPC agreed to adjust and re-share the deck.	

Topic	Summary	Action (if applicable)
Group 3 and 4 SOQ	The parties separately discussed the Statements of Qualifications provided in relation to clause 40.10 and 40.11. CUPW requested clarification regarding the use of acronyms within the SOQs, noting that certain acronyms could have more than one meaning. As an example, CUPW referenced "CCT" in the EIM-10 Electrician qualifications, which could have different interpretations. CUPW requested that acronyms be spelled out in the SOQs to provide greater clarity and precision. CPC agreed to review and clarify the terminology. CUPW questioned whether employees, other than MAM-10 and MAM-11, moving into ELE3 would be provided with appropriate training where they do not initially possess all of the knowledge. CPC explained that, under clause 13.07, positions are awarded by seniority and employees have a period of time to acquire the required knowledge and skills. CPC confirmed that existing training, particularly safety training, would be leveraged. CUPW emphasized that any new training would require the appropriate NJHSC consultation process. CUPW also asked about the reference in the Storesperson Lead Hand SOQ indicating that a provincial driver's licence may be required. CPC advised that this requirement would apply where an employee is required to travel to more than one site.	<i>Review the Group 3 and 4 SOQs and spell out acronyms where necessary. CPC to review & respond.</i>

Next meeting TBD