



JULY 20, 2026

THAT WAS **NOT** EASY!

Canada Post informed members of the Service Expansion and Innovation and Change Committee (Appendix T) of a new partnership opportunity with Staples, referred to as “CPC at Staples”.

At present, members of the public can ship packages from Staples locations across the country using the services of various shipping companies, but Canada Post is not one of those shipping options. The proposed partnership opportunity between Canada Post and Staples would be to include Canada Post as a shipping option.

Canada Post and Staples have indicated that through their partnership, Canada Post employees would pick up, process and deliver parcels inducted at Staples locations. This would result in a volume increase, as these parcels would have otherwise gone to other shipping companies.

Canada Post was obligated to advise the Union under Section 2.1 of Appendix T, as the Steering Committee is mandated to deal with any new proposal of having work usually done by bargaining unit members being contracted out.

Appendix T is entitled to be provided with all relevant information, including any cost benefit analysis conducted in connection with the proposed contracting out. The Union is then afforded the opportunity to make counter-proposals in support of retaining the work within the bargaining unit.

The CUPW Working Committee and Steering Committee members did receive all relevant information and submitted two counter-proposals.

These CUPW counter-proposals presented a significant opportunity to grow revenues, expand parcel access for small businesses, and strengthen service for communities across Canada, provided it is guided by a collaborative framework that protects unionized postal retail jobs and preserves public service standards. By working together, CUPW, Canada Post, and Staples could shape this transformation, so it enhances service levels, and community access rather than diminishing them. Together, these proposals would deliver greater value to Canadians.

Unfortunately, Canada Post rejected both of the Union’s service-expansion counter-proposals.

That decision is very disappointing. Rather than work with the Union on practical, member-informed solutions, Canada Post chose to shut down proposals that would have used the expertise, experience, and institutional knowledge of postal workers to strengthen public postal service and expand services at postal counters. Our members know this work best, and their voices must be central to any serious plan to improve service for the public.

CUPW will continue to rely on the language in the collective agreement to advance our ideas, pursue our counter-proposals, and protect the work that must remain within the bargaining unit.

In solidarity,
Appendix T Committees

2023 – 2027 Bulletin # 465
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