

National Consultation Minutes

Meeting purpose

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

Date, time, and place

Date: July 6th, 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	Kevin Burt	
Martin Champagne	Dominique Thomas	
Nicolas Presne	Leah Lewis	
Peter Denley	Sandra Pelletier	
Sylvain Sicotte	Christina Copelli	
Barbara McMillan	Areen Singh	
	Trish Butler	

Topics discussed

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

Projects and Initiatives	
Implementation of Weekend Delivery	Kevin Burt, Dominique Thomas & Leah Lewis

Topic	Summary	Action (if applicable)
Implementation of Weekend Delivery	CPC provided an overview of the proposed weekend delivery model and explained that the objective is to improve parcel delivery standards, increase competitiveness and capture additional parcel volumes by introducing Saturday and Sunday delivery. CPC advised that the initial implementation will be in Toronto, Ottawa, and Montreal through centralized delivery hubs, supported by the new PDPT and PFE employee classifications. CUPW asked for clarification on the reference to "new delivery standards." CPC explained that this relates to improved parcel delivery standards, such as volumes originating from Friday being delivered on Saturday or Sunday rather than Monday. CPC confirmed this is separate from any broader government discussions regarding delivery standards. CPC presented maps showing the proposed delivery areas and explained that the delivery areas were developed based on parcel density, geography and operational requirements. CUPW requested a list of the FSAs assigned to each hub. CPC agreed to provide this information. CUPW raised questions regarding certain Montreal delivery areas and routing assumptions. CPC agreed to verify the FSA mapping and clarify any inconsistencies. CPC presented the proposed phased implementation schedule, with Ottawa expected to launch first in October, followed by Montreal and Toronto. CPC noted that the Toronto depot deployment sequence remains dependent on operational readiness, such as the opening of the Finch facility. CPC outlined the proposed weekend processing model. This includes Friday processing, transportation and shuttle changes, centralized sorting at delivery hubs, use of the NAVM application, and end of weekend handling of undeliverable items. CPC explained that certain items that cannot be delivered on the weekend will either remain at the appropriate depot for Monday delivery or be returned to	<i>Provide the list of FSAs assigned to each centralized weekend delivery hub. CPC to review & respond.</i> <i>Validate the Montreal hub boundaries and confirm whether any FSAs shown are outside the intended weekend delivery scope. CPC to review & respond.</i> <i>CPC to consider tracking employee retention and turnover for the new weekend classifications. CPC to review & respond.</i> <i>Confirm the historical data period used to calculate the average Monday parcel volumes for the initial weekend delivery areas. CPC to review & respond.</i> <i>CPC to review whether weekend employees will have fixed delivery area assignments or rotate between delivery areas.</i> <i>CPC to correct a discrepancy in one of the staffing totals. CPC to review & respond.</i>

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	the plant for reprocessing to the correct weekday delivery depot. CUPW raised questions regarding the treatment of undeliverable items, the impact on weekday restructuring and workload, and how weekend volumes will be captured in the work measurement system, more specifically, how will weekend items be captured for the 48 week indexation period and during a volume count. CPC indicated that Monday volumes may be reduced where items are successfully delivered on the weekend, and that any items requiring weekday reattempt should be captured during weekday volume counts. CPC said it would arrange to have a subject matter expert attend a future consultation to provide greater detail. CPC confirmed that weekend delivery to a point of call will be the same as delivery during the week. For example, if the point of call is a CMB then the weekend delivery will be to a CMB, if the point of call is door-to-door, then the delivery will be to the door. CPC stated that weekend routes will be a grouping of FSA's based on volume density and that it would be separate areas on Saturday and Sunday. For example, Kanata on Saturday and Orleans on Sunday. CPC demonstrated the NAVM application and explained that it will support weekend delivery employees with sortation, sequencing, vehicle loading, navigation, CMB key information, and delivery sequencing. CPC confirmed that the NAVM application will be mandatory for weekend delivery. CUPW asked if employees will deliver to the door if delivery is unsuccessful at a CMB. CPC confirmed. CUPW asked how employees would navigate from a CMB to a door address where a CMB delivery is unsuccessful. CPC advised that the application will assist with navigation to the address in most cases. CUPW raised questions regarding safe drop practices. CPC confirmed that existing safe drop policies will continue to apply and that employees	

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	should only safe drop where the item is sheltered from the elements and not easily visible from the street. CPC noted that safe dropping may be encouraged where appropriate to avoid unnecessary returns, particularly given that more customers may be home on weekends. CPC advised that weekend delivery will require changes to transportation, including highway service times and shuttle schedules, to move product more quickly between plants and centralized hubs. CUPW asked if the MSC shuttle routes require a be-bid. CPC confirmed. CPC also advised that Group 1 employees are intended to perform the scanning and depot sort activities. CUPW asked whether this may require schedule changes or rebids for Group 1 employees. CPC advised that schedules are being reviewed and may need to change and require a re-bid to support weekend sortation and end of day depot activities. CUPW asked regarding how weekend delivery areas were established, including whether loading, unloading, travel distance, and other related activities were included in the workload calculation. CPC advised that these factors were considered in developing the delivery areas and agreed to bring someone to the next consultation who could provide a more fulsome explanation if required. CPC reviewed the new PDPT and PFE classifications. CPC explained that PDPTs are Urban part-time employees who will primarily perform weekend parcel and packet delivery using corporate vehicles, with a minimum of 15 hours per week. CPC stated that initially, PDPT will only work weekends. CPC explained that PFEs are the former RSMC PREs and may perform both weekday and weekend work, with a minimum of 20 hours per week.	

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	CUPW asked questions regarding how PFEs would be staffed, including whether positions would be filled through new hires or conversions, how primary and secondary work locations would be established, and whether the primary location must be an office with existing RSMC routes. CPC advised that staffing will be assessed case by case, based on operational requirements and the collective agreement, and agreed to provide further clarification regarding PFE work locations. CPC reviewed the proposed recruitment timelines for PDPTs and PFEs. CPC advised that internal recruitment and communications will begin in advance of the implementation dates and that external recruitment may occur where required. CPC confirmed that employees interested in PDPT positions will be instructed to follow the appropriate transfer process. CPC also confirmed that staffing will be completed in accordance with the applicable collective agreement provisions. CUPW asked whether communications will be provided to supervisors and employees regarding the new positions and the required process. CPC confirmed that broad communications will be issued through supervisors and postings. CUPW also asked whether CPC intends to track these positions over time, including whether permanent part-time positions improve retention. CPC agreed to take this away. CPC advised that initial weekend delivery assignments will be based on historical Monday parcel volumes, as those are the volumes expected to shift to weekend delivery. CUPW asked what historical period was used to calculate initial staffing levels and how future staffing adjustments will be handled, including the application of the 48-week review period. CPC agreed to confirm the historical data period used for the initial implementation and provide further clarification regarding future staffing adjustments. CPC reviewed the process for filling vacant PDPT positions, including promotion, transfer, and status change processes under the applicable provisions of the collective agreement. CPC also reviewed the proposed approach to absence	

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	coverage and additional hours. CUPW asked if a separate Temp list will be used for the weekend delivery hubs. CPC to review. CUPW raised questions regarding assignment selection, seniority, manual call-out procedures, and consistency across sites. CPC stated that the Eclipse system would not be used right now, only a manual call process and employees will be given time to call back. CPC advised that the process requires further definition and that standardized guidance will be developed for team leaders. CPC outlined the proposed training for PDPT employees. CPC advised that employees will complete approximately two days of paid digital learning, one-on-one non-commercial cargo van training, and new weekend-specific training material. CPC confirmed that employees may complete digital training at home on their own device or at a learning and development lab, and that the training will be paid. CUPW raised concerns regarding commercial vehicle requirements and hours-of-service obligations. CPC acknowledged the concern and indicated that operations will be made clear that non-commercial vehicles are planned for weekend delivery. CPC presented preliminary staffing estimates for PDPTs, PFEs, depot support employees, team leaders, and management positions across Ottawa, Toronto, and Montreal. CPC advised that Toronto and Montreal are expected to have weekend superintendent positions, while Ottawa will be supported through the existing structure. CUPW noted a discrepancy in one of the staffing totals. CPC acknowledged the error and advised it would be corrected before the material is distributed. CPC confirmed that the proposed delivery area staffing numbers are substantially finalized, while depot support staffing estimates remain subject to validation with regional engineering and operational review.	

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	CPC said that there is no intention for RSMCs to do any clearances/pickups at this time. CUPW asked if PFEs scheduled for 6 hours will get a paid meal break before the new system is in place. CPC to review. CPC said local consultation can take place to create separate lists for OCREs to support weekend delivery. CPC stated that OCREs will receive proper vehicle and NAVM training. CUPW requested that all training be compensated at the derived hourly rate for the duration of each training component. CUPW highlighted an error in the activity per hour formula language in the collective agreement. CPC to review. CPC stated that it sees PDPT employees working 8 hours per day (Sat and Sun). CUPW asked about the moratorium on restructures and the restructures to convert to CMB and that the Monday to Friday volumes are to be included in such volume counts according to the language. CPC agreed. CUPW said a database of weekend volumes is required should CPC terminate weekend delivery in any location so that all volumes are reflected in the affected routes assessment. CUPW asked what will happen if PFE positions are not filled voluntarily by transfer or hiring. CPC to review.	

Topic	Summary	Action (if applicable)
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Next meeting TBD