

National Consultation Minutes

Meeting purpose

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

Date, time, and place

Date: July 16th, 2026
Time: 9:30 am- 11:00am
Place: MS Teams Virtual

Attendees

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

CUPW	CPC	
Terry MacDonald	Kevin Burt	Areen Singh
Martin Champagne	Dominique Thomas	Trish Butler
Nicolas Presne	Brad Mcvey	
Peter Denley	Sandra Pelletier	
Sylvain Sicotte	Christina Copelli	
Barbara McMillan	Jamie Steen	
	Katarina Difazio	

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 & Jamie Steen

Topic	Summary	Action (if applicable)
Implementation of Weekend Delivery	CPC advised that it had been asked to provide the Forward Sortation Areas (FSAs) for each delivery area. CPC confirmed that list has been prepared and will be provided. The file contains a list of FSAs assigned to each centralized hub, with one column identifying the FSA and another identifying the corresponding centralized hub. CPC explained how employees will be assigned to the various delivery areas. It noted that weekend delivery assignments differ from traditional weekday LCRMS routes. Rather than being assigned to a fixed route, employees will be assigned to a delivery area consisting of one or more FSAs. The employee will work within those FSAs, but the specific delivery points may vary from weekend to weekend depending on parcel volumes and operational requirements. For example, an employee may deliver to certain community mailboxes (CMBs) one weekend but not the next. CPC emphasized that the assignment is based on a geographic delivery area, although it is technically considered a route. Using Sanford Fleming as an example, CPC stated that operations will begin with seven Part-Time Urban employees and four PFEs. Employees will be invited, in order of seniority, to select their assignments. The available delivery areas will be presented to employees, who will then choose their preferred assignments. CPC advised that routes may be adjusted in the future, potentially after six months, and that any vacated assignment would be posted to provide an opportunity for another employee to take over that route. CUPW sought clarification regarding whether employees would choose either a Saturday assignment or a Sunday assignment. CPC clarified that this understanding was not entirely correct. CUPW asked if employees would choose a delivery area for Saturday and a different delivery area for Sunday. CPC confirmed that this was accurate. CPC further explained that Urban Part-Time employees will work both Saturday and Sunday and will therefore have separate delivery areas for each day. Most PFEs will also work both weekend days. However, in situations where	<i>CPC to confirm whether they will be sharing retention data for PFEs and PDPTs on a regular basis. CPC to review & respond.</i> <i>CPC to confirm how they will manage the primary and secondary location for PFEs, specifically the Ottawa-Gatineau area. CPC to review & respond.</i> <i>CPC to confirm the historical volume period used to calculate the initial weekend delivery areas. CPC to review & respond.</i> <i>CPC to verify the job descriptions shared previously. CPC to review & respond.</i>

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	fewer employees are required on either Saturday or Sunday, some RSMC employees may only be scheduled to work one day during the weekend. CUPW asked whether delivery areas would be rebid each weekend. CPC stated that the delivery area boundaries would remain the same and would not change on a weekly basis. What may change are the points of call within those delivery areas, such as specific homes or community mailboxes, depending on the parcels and packets available for delivery. The geographic area itself would remain unchanged. CPC stated that it had been asked to confirm how activities-per-hour calculations would be measured. It noted that the collective agreement requires activities-per-hour data to be shared with the union and asked CUPW what information it would like included in those reports. CUPW indicated that it would like reports to include all activities performed by employees, including deliveries, pickups, and clearances. CUPW also suggested that loading and unloading time, drive time, breaks, and delivery density within the area should all be reported separately to provide a more accurate picture of employee activity. CPC explained that, at startup, there will be no RPO clearances, pickups, or carding activities. The delivery areas have been designed based primarily on the time required to prepare and load a vehicle, travel to the delivery area, complete parcel deliveries, return to the depot, and unload the vehicle. CPC indicated that the model is intentionally simple at startup and that additional activities may be added later. CUPW asked if the future addition of pickups and clearances could significantly change the nature of the assignments, potentially reducing geographic areas while increasing the amount of work performed within them. CUPW asked whether a full rebid would take place if those changes occurred. CPC indicated that substantial operational changes resulting in additional delivery areas or significant changes to assignments would likely require a rebid, although minor adjustments affecting only isolated delivery areas may not.	

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	CUPW also questioned how activities-per-hour calculations would be performed on the RSMC side. CPC confirmed that the same methodology would be used for both RSMC and Urban employees. CUPW asked whether a correction had been made to the language in Article 4.1(c) regarding the calculation. CPC confirmed that the language will be corrected. CPC advised that unsuccessful delivery attempts made on the weekend will be included in weekday volume counts. CUPW asked what would happen when an item is attempted with an unsuccessful delivery on Saturday and no delivery notice card is left. Specifically, CUPW asked whether the item would be reattempted on Sunday or automatically moved to Monday. CPC confirmed that it would automatically move to Monday and would not be reattempted on Sunday. CUPW asked how the system would recognize and account for that attempted delivery within Monday volume counts. CPC explained that if a volume count is taking place, the item would appear in the Monday physical count and would be included there. Outside of a volume-count period, the PCI process measures weekday activity by examining unique PINs over the five-day workweek. Weekend attempts are effectively invisible to weekday PCI reporting but continue to be counted as weekend activities. CPC further explained that weekend parcel reporting and activities-per-hour calculations will only examine Saturday and Sunday activity through a date-filtered process. Weekend delivery attempts will still be counted as activities within weekend reporting. CPC confirmed that meal and rest periods for RSMC employees working weekend assignments will be paid. CUPW asked whether this would apply immediately, including before PFEs move to an hourly pay system. CPC confirmed that meal and rest periods will be paid as soon as an employee is assigned to a weekend route.	

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	CPC advised that it had been asked to confirm the period used to determine the initial parcel volumes for the delivery areas. CPC believed that April 2026 parcel volume data had been used. CPC committed to confirming the information if it turned out to be different. CUPW asked how many stops per hour had been used in the initial calculations. CPC responded that the number varied by delivery area but generally ranged between 11 and 13 stops per hour, depending on area density and other factors. CUPW asked whether calculations were based on an eight-hour day. CPC responded that the calculations were based on delivery time. CUPW questioned whether only Mondays in April 2026 had been analyzed rather than a longer annual average. CPC confirmed that only April data had been used. It explained that analysis focused on parcels available within the network in time to be sorted and delivered over the weekend. Items entering the network after a specified point overnight on Saturday would be left for Monday delivery. CPC emphasized that some parcel volumes would still remain for Monday and that the startup model represents only an initial estimate. Once operations are underway, future staffing and route calculations will rely on actual historical data and observed workloads. CUPW raised concerns about bargaining unit jurisdiction in areas where Urban and RSMC delivery territories overlap. CPC indicated that its intention is to keep work within the appropriate bargaining unit and that it did not foresee situations where urban employees would deliver RSMC parcels or vice versa. However, it acknowledged that exceptional situations involving staffing shortages and a lack of volunteers could potentially create operational challenges. CUPW responded that any cross-bargaining-unit work would be subject to grievance. CPC addressed a previous question concerning whether weekday PFEs would be forced into weekend assignments if there were insufficient volunteers. CPC stated that it intends to do	

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	everything possible to avoid mandatory assignments. It advised that it has changed its original staffing plan and will not convert any existing Monday-to-Friday PFEs into weekend positions during startup. Instead, all weekend assignments in Ottawa, Montreal, and Toronto will be newly created positions staffed by new employees, most likely drawn from OCRE lists. CUPW asked how the new weekend positions would be staffed, particularly in the Ottawa-Gatineau area. CPC stated that staffing will occur in accordance with Article 13. It explained that the first phase will involve seven positions, with an additional thirteen positions being added during the second phase. All positions will be assigned to the Sanford Fleming hub, and staffing will occur from that location. Employees interested in those jobs will need to submit transfer requests into the PDPT group within the Ottawa region. CUPW asked whether communications regarding the new positions would be sent to employees. CPC confirmed that communications would be issued nationally. Additional discussion took place regarding Ottawa and Gatineau employees, primary and secondary work locations, and potential implications for future weekday work assignments and union dues. CPC acknowledged these concerns and committed to reviewing the matter further before providing a definitive response. CUPW requested that these details be clearly communicated to employees. CPC confirmed that it would track employee retention and turnover rates for weekend PFE and PDPT positions throughout the duration of the collective agreement. CUPW asked whether those results would be shared regularly with the union. CPC agreed to take the request under advisement and provide a response. CPC advised that implementation has been delayed slightly and that PFE staffing has not yet begun. It indicated that final preparations are still underway and that no official start date has been confirmed. CPC also advised that it would like to begin local and regional consultations regarding weekend delivery in Ottawa, Montreal, and	

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	Toronto as soon as possible. CUPW requested that minutes from both the current and previous consultation meetings be finalized and distributed before those regional consultations begin. CUPW raised a question regarding the call-in process for employees who are contacted at home and asked how much time employees would be given to return calls. CPC responded that it is currently working to establish a standardized process that will be implemented nationally and will provide details once finalized. CUPW asked if there were any updates on the process for the end-of-day support positions. CPC explained that these roles may be filled either by modifying the schedules of existing PO4 employees or by creating new positions. Staffing will occur in accordance with Article 13. CPC also noted that some of these positions may be part-time because the operational window required to support processing and end-of-day activities may not align with a single full-time schedule. CUPW asked when a decision would be made regarding the structure of those assignments, and CPC indicated that a decision should be forthcoming shortly. CUPW also raised concerns about job descriptions that had been distributed. Specifically, CUPW questioned language relating to change-of-address processing, mail redirection, Neighbourhood Mail, and other traditional mail-processing duties. CPC stated that it does not expect weekend parcel delivery employees to perform those functions. It confirmed that employees will not handle letter mail, that undeliverable items will be returned for weekday processing, and that Neighbourhood Mail will not be processed and/or delivered on weekends. CUPW questioned the language referring to the operation of large and small postal vehicles. CPC stated that no commercial vehicles are planned for the initial implementation. Employees may be required to use vehicles similar to those normally driven by letter carriers, but no commercial vehicle operation is anticipated for the initial implementation this fall.	

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	CUPW emphasized the importance of proper licensing and training requirements, particularly in Quebec where additional licensing requirements apply. CPC agreed that proper training, licensing, and regulatory requirements would have to be met if larger vehicles were ever introduced. It also committed to reviewing the job description to ensure it reflects the final negotiated language. Finally, CUPW asked whether employees covered by 3.1(c) would all be assigned to Sanford Fleming. CPC confirmed that they would. CUPW also asked how annual leave would be booked for PDPT employees working weekend schedules. CPC explained that the workweek remains Sunday to Saturday. As a result, a vacation week would include the Sunday from one weekend and the Saturday from the following weekend.	

Next meeting TBD