Minutes of National Consultation between
Canada Post Corporation and the Canadian Union of Postal Workers
via Microsoft Teams
June 24, 2026

Canadian Union of Postal Workers (CUPW)	**Canada Post (CPC)**
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35.03 (b) Sequencing Notice St-Jérôme Succ Bellefeuille (QC), Peace River STN Main (AB), Devon STN Main (AB), and Meadow Lake STN Main (SK) (Alison Hillis)

The Corporation advised that four offices are included in the current round of sequencing implementation: St-Jérôme, Peace River, Devon, and Meadow Lake. It was noted that these offices have very few rural mailboxes, making them straightforward candidates for sequencing, and that each office will transition to full sequencing.

CUPW asked whether the request to sequence these offices originated from local operations. The Corporation confirmed that the requests came from local operations and were submitted to Engineering. CUPW then asked what local operations assess when determining whether an office is a candidate for sequencing. The Corporation said they would reach out to local operations representatives to determine what factors influenced their decision to recommend these offices for sequencing.

CUPW asked whether there is a standard process used to identify sequencing candidates or whether each area makes its own determination. The Corporation explained that the decisions are generally made on an individual basis and that there does not appear to be a highly formalized process. CUPW questioned whether a superintendent could simply decide to have an office sequenced and request approval. The Corporation explained that requests are reviewed before being approved. The Corporation indicated that several factors are considered when assessing whether an office is a suitable candidate, including the number of rural mailboxes, whether the addressing structure is compatible with sequencing requirements, and MLOCR capacity, and whether the anticipated benefits justify the cost.

CUPW noted that the Corporation had identified three apparent criteria for assessing candidates: the number of RMBs, addressing compatibility, and MLOCR capacity. The Corporation acknowledged that these are factors considered as part of its review but emphasized that local operations generally submit requests without identifying specific formal criteria. The Corporation added that sequencing may also be triggered when an FSA transfer results in a non-sequenced office being incorporated into a sequenced office. Aside from such situations, requests are generally initiated through emails from local operations.

CUPW asked whether any of the four offices were currently scheduled for restructuring. The Corporation indicated that the offices are not believed to be on the restructuring schedule at this time. However, the Corporation noted that restructuring schedule information may have been affected by recent updates to the scheduling tool and committed to confirming the planned restructure dates. The Corporation advised that the offices will likely be restructured either later this year or early next year.

CUPW noted that sequencing implementation is expected to occur in September. The Corporation confirmed that implementation is scheduled for September and indicated that, unless an office is already on the restructuring schedule, restructuring would most likely occur early next year. Meadow Lake, because of its smaller size, could potentially be considered earlier, although this would need to be confirmed.

CUPW pointed out that the Corporation typically allows sequencing to stabilize for at least six months before implementing new values. The Corporation agreed, stating that stabilization is necessary before any further route or plan adjustments are made. The Corporation further indicated that none of the four offices appeared familiar as currently scheduled restructuring candidates but committed to verifying the information.

CUPW asked whether there was an anticipated percentage of mail volume that would be sequenced. The Corporation responded that no estimate was available at this time, as sequenced volume is typically assessed after implementation. The Corporation stated that the expectation is that all eligible volume will eventually be sequenced.
CUPW asked whether there had been any changes to the implementation processes outlined in the notice. The Corporation confirmed that there have been no changes to the process.

CUPW requested clarification regarding employee communications prior to implementation, specifically what information employees would receive and when it would be provided. The Corporation explained that an initial talk track was sent to local area management after CUPW received notification of the sequencing. A second communication will be provided approximately 30 days prior to implementation. Local management is expected to review these communications with affected RSMCs.

CUPW sought clarification on whether employees had already been notified directly. The Corporation explained that the initial communication was provided to management with the expectation that they would inform employees about the sequencing initiative, implementation timelines, and what employees should expect. The second communication, issued approximately 30 days prior to implementation, will provide additional details. CUPW asked if these communications are distributed through management rather than directly to employees. The Corporation confirmed that the communications are sent to local area managers and superintendents for dissemination to employees.

CUPW asked whether there would be any changes to sortation values prior to restructuring. The Corporation confirmed that there would be no changes to sortation values until a restructuring takes place.

Finally, CUPW asked whether any of the offices would be restructured using the new system. The Corporation indicated that it will not.

Action Items:

- The Corporation consult local operations to determine what criteria are used when identifying offices as candidates for sequencing.
- The Corporation will confirm whether any of the four offices are currently scheduled for restructuring.

Probation Process Transition (Shannon Hurst, Dale Young)

The Corporation advised that completed probation forms are currently stored in SAP. However, SAP has announced that the module used to store these forms is reaching end-of-life and will be decommissioned at the end of the year. As a result, the Corporation has been required to identify an alternative platform to house probation documentation and support the related process.

The Corporation advised that the decision has been made to move the probation form and associated documentation to MyCare Connect. The decision was based largely on the fact that several other HR modules already exist within MyCare Connect and users are generally familiar with the platform. The Corporation emphasized that the intent is not to change the probation process itself, but rather to relocate the form and records to a different system.

The Corporation indicated that implementation is expected to occur at the end of August and that a standard change management plan will be implemented to support the transition. The probation form will continue to be available to management, and leaders will continue to work through the probation assessment process in the same manner as they do currently.

CUPW noted that the RSMC Collective Agreement contains new probation language, specifically Article 29.02(a), which establishes a three-month probationary period, and Article 29.02(b), which references a 480-hour probationary period. CUPW asked how the transition to MyCare Connect would affect employees who are in the middle of a probation assessment at the time of the system change, particularly if they have not completed the process before the transition occurs.

The Corporation confirmed that employees who are actively undergoing a probation assessment will transition to MyCare Connect. The Corporation advised that the applicable collective agreement language will continue to apply without interruption and that the only change will be the platform used to manage and store probation documentation.

MOA RRD Peer Mentor Training

The Corporation advised that it had received CUPW's edited version of the MOA and the review was still underway. The Corporation invited CUPW to provide any additional context regarding the proposed amendments or to raise any questions related to the edits.

CUPW noted that the purpose of the change was to ensure that compensation amounts would automatically reflect any pay increases that occur during the term of the collective agreement. The Union explained that this approach would prevent the amount from remaining fixed at a static rate when wage increases are implemented.

CUPW requested that, once the Corporation had completed its review and proposed any further edits, the revised MOA be sent by email.

CUPW referred to discussions that had taken place during a prior consultation meeting, where the Corporation had indicated that the related initiative was expected to launch in mid-June. CUPW asked whether the training had been launched as planned.

The Corporation confirmed that the training had not yet been launched. CUPW stated that the training should not start until the MOA is resolved.