



UNION OF POSTAL COMMUNICATIONS EMPLOYEES SYNDICAT DES EMPLOYÉS DES POSTES ET COMMUNICATIONS

August 18, 2014

Dear Colleagues,

On January 29, 2014, the PSAC and CUPW, co-wrote a letter to the Office of the Superintendent of Financial Institutions (OSFI) asking for the following:

1. A request requiring Canada Post Corporation ("Canada Post"), as well as representatives of the Federal departments of Transport and Finance, to meet with CUPW, PSAC, and other representatives of the Pension Plan beneficiaries, to discuss both the current situation facing the Plan and the potential solutions to resolve the Plan's issues.
2. A request, (as prompted by Canada Post's conflict of interest in this matter, and its failure to provide any notice to CUPW and PSAC that Canada Post was seeking regulatory relief to relieve Canada Post of its obligation to fund the Plan), that Canada Post be replaced as administrator of the Plan.

At least two Unions, including your UPCE Executive, had requested to meet with Canada Post to discuss pension issues (which included the proposal to develop a new committee to look at our pension options) prior to filing any of these complaints. The response we received from Canada Post was that "they weren't ready to meet at this time" and as such, our request was dismissed. Canada Post only started consulting with the Unions after we filed an official complaint with OSFI (which prompted several letters) and which eventually forced Canada Post to meet with the bargaining agents.



Canadian Labour Congress
Conseil du travail du Canada



On June 6, 2014 Julie Dickson, the Superintendent of Financial Institutions, wrote the following:

“prior to rendering a decision whether to replace CPC as the Plan administrator, I believe a concerted effort should be made by CPC, the Unions and other beneficiary representatives to jointly develop a communications and consultation framework (“Framework”). “

The direction from OSFI was welcomed by our National Office, since it required Canada Post to finally consult on pension changes, as opposed to solely stating that the “only fix” is the defined contribution component of the Plan that they unilaterally implemented for excluded employees in 2010, and are now steadfastly bringing forward to all negotiation tables of the different bargaining units.

THE “FRAMEWORK”

The first meetings took place at Canada Post, 2701 Riverside Drive in Ottawa, on July 28 and 29. The Unions were asked to appoint a retiree representative in addition to one representative for the Communication and Consultation Framework. The PSAC appointed John Wilson, a PSAC negotiator assigned to the Canada Post – UPCE portfolio, and Marina Anstey, a past Local President and retired UPCE member.

As the name would suggest, the mandate of the committee is to develop a plan of action for the Operating Committee on how we will move forward and review potential plan challenges and options.

Better Communication - We asked Canada Post to provide prior notice to the committee relating to their communications regarding the Pension Plan in order to allow us a chance for input. The notice that was sent out to employees and retirees just a few days prior to our meeting caused a large amount of questions and concerns.

Retiree et al Communication - It was agreed that from time to time, the retiree representatives should be allowed to use Canada Post mailings to outline their concerns.

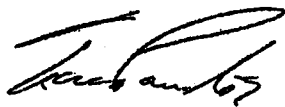
Minutes and Documents - Minutes will be kept and distributed in both official languages.

Representation – There were long discussions about retiree representation. At the next meeting, the committee will discuss the process for electing retiree representatives and the role of both the retiree representative and non-unionized representative.

The Guiding Principle - There was unanimous consent by all bargaining agents and non-unionized groups that retired members' benefits and all accrued benefits should not be impacted. The committee asked the Canada Post representative to communicate this information loud and clear to the Corporation.

We know that you have many pension related questions. That is why this communiqué shares what information we have at this time. It is important to note that this is only the beginning of an important process. The next meeting is scheduled for Aug 22. We will provide more information as it becomes available.

Always in solidarity,

A handwritten signature in black ink, appearing to read "Frank Ambler". The signature is stylized with a large, sweeping initial letter.