Association of Postal Officials of Canada

Communiqué to Members

July 2026

The Association and the Corporation have reached a tentative agreement to renew our Collective Agreement. This agreement delivers meaningful progress on several priorities identified by members and provides a strong foundation for the years ahead.

Bargaining Overview

Given the clear mandate received from our members, the Association's bargaining team chose not to reach an agreement with the Corporation before the Corporation finalized its collective bargaining with CUPW.

The Association's bargaining team took a very different approach to bargaining this round. It completed a comprehensive review of the Collective Agreement and benefit plans, identifying areas requiring attention, deficiencies and potential improvements compared with other bargaining groups inside and outside the Corporation. The team also considered proposals submitted to the National Office by the Branches. Each issue was assessed for viability and the likelihood of success at the bargaining table, resulting in the priorities advanced during negotiations.

With those priorities in mind, the bargaining team advanced several key issues for discussion with the Corporation, including:

1. **Financial Improvements:** Addressing the wage gap between APOC members and the employees they supervise.
2. **Job Evaluation Plans:** Modernizing the OP Plan, which is now more than 12 years old, so that it better reflects the evolving responsibilities, complexity and specialized knowledge of our members.
3. **Performance Management Process:** Moving away from a ratings-based approach toward a fairer process focused on performance, development and meaningful support.
4. **Sales & Serve:** Pursuing a compensation model that is competitive with industry leaders and provides a better balance between fixed and variable income.
5. **Uniforms and Safety Footwear:** Streamlining uniform eligibility; updating Article 48 and Appendix K; ensuring uniforms remain current and relevant; ending pooled uniform sharing; and clarifying the consistent application of safety-footwear provisions.
6. **Parity:** Seeking improvements in areas such as vacation eligibility, access to a seventh week of vacation, Appendix P and pension provisions.

Highlights of the Tentative Agreement

We are pleased to share the principal areas in which the parties have reached a tentative agreement. The bargaining team is preparing a virtual information package and presentation schedule so members can review the agreement in detail and ask questions. Further information will be provided in a separate communiqué.

The tentative agreement includes the following important improvements:

Term of the Agreement

- The renewed Collective Agreement will have a five-year term, beginning April 1, 2025, and ending March 31, 2030, providing members with stability and predictable improvements over the life of the agreement.

Modernized Job Evaluation Plans

- The parties have created a new job evaluation plan for all Operational Support (OS) positions. While the current Operations (OP) Plan primarily recognizes supervisory responsibility, the new OS Plan will recognize positions requiring specialized knowledge, including, but not limited to, education, certification and trade tickets.
- Positions covered by the new OS Plan will have a separate wage grid, set out below.
- All OS positions will be evaluated using the new tool to validate the work completed by the Job Evaluation Committee.
- The revised OP Plan will place greater emphasis on supervision and the overall complexity of the work performed, rather than relying primarily on the number of employees supervised. Specialized-knowledge positions will instead be recognized through the new OS Plan.
- The parties have also agreed to create a new SL classification, SL2C. This classification will include SL2 positions without sales quotas and will have its own wage grid, set out below.

Pensionable Wage Increases

- The tentative agreement provides the following pensionable wage increases:
- April 1, 2025: 5.0%
- April 1, 2026: 4.5%
- April 1, 2027: 2.5%
- April 1, 2028: 2.5%
- April 1, 2029: 2.5%

For the OP Classifications
Hired into the Bargaining Unit prior to March 1, 2015:

Grade Levels		Minimum	Maximum
OP1	A:	$76,952	$86,044
	B:	$80,415	$89,916
	C:	$82,425	$92,164
	D:	$84,485	$94,468
	E:	$86,598	$96,930
OP2	A:	$83,115	$97,518
	B:	$86,855	$101,906
	C:	$89,026	$104,454
	D:	$91,252	$107,065
	E:	$93,533	$109,742
OP3	A:	$91,429	$107,452
	B:	$95,543	$112,287
	C:	$97,932	$115,094
	D:	$100,380	$117,971
	E:	$102,890	$120,920

For the OP Classifications
Hired into the Bargaining Unit on or after March 1, 2015:

Grade Levels		Minimum	Maximum
OP1	A:	$73,103	$86,044
	B:	$76,393	$89,916
	C:	$78,303	$92,164
	D:	$80,261	$94,468
	E:	$82,268	$96,830
OP2	A:	$78,961	$97,518
	B:	$82,514	$101,906
	C:	$84,577	$104,454
	D:	$86,691	$107,065
	E:	$88,858	$109,742
OP3	A:	$86,855	$107,452
	B:	$90,763	$112,287
	C:	$93,032	$115,094
	D:	$95,358	$117,971
	E:	$97,742	$120,920

For the OS Classifications

Grade Levels		Minimum	Maximum
OS1	A:	$70,763	$83,250
	B:	$73,947	$86,996
	C:	$75,796	$89,171
	D:	$77,691	$91,400
	E:	$79,633	$93,685
OS2	A:	$75,362	$88,661
	B:	$78,753	$92,651
	C:	$80,722	$94,967
	D:	$82,740	$97,341
	E:	$84,809	$99,775
OS3	A:	$80,260	$94,424
	B:	$83,872	$98,673
	C:	$85,969	$101,140
	D:	$88,118	$103,669
	E:	$90,321	$106,261
OS4	A:	$85,478	$100,562
	B:	$89,325	$105,087
	C:	$91,558	$107,714
	D:	$93,847	$110,407
	E:	$96,193	$113,167

For the SL Classifications

Grade Levels		Minimum	Maximum
SL1	A:	$57,182	$71,884
	B:	$59,755	$75,119
	C:	$61,249	$76,997
	D:	$62,780	$78,992
	E:	$64,350	$80,895
SL3	A:	$74,950	$86,223
	B:	$78,323	$90,103
	C:	$80,281	$92,356
	D:	$82,288	$94,665
	E:	$84,345	$97,032
SL4	A:	$81.033	$92,377
	B:	$84,679	$96,534
	C:	$86,769	$98,947
	D:	$88,966	$101,421
	E:	$91,190	$103,957
SL5	A:	$80,957	$94,681
	B:	$84,600	$98,942
	C:	$86,715	$101,416
	D:	$88,883	$103,951
	E:	$91,105	$106,550
SL2A	A:	$57,723	$65,224
	B:	$60,321	$68,159
	C:	$61,829	$69,863
	D:	$63,375	$71,610
	E:	$64,959	$73,400
SL2B	A:	$59,972	$67,769
	B:	$62,671	$70,819
	C:	$64,238	$72,589
	D:	$65,844	$74,404
	E:	$67,490	$76,264
SL2C	A:	$68,000	$82,000
	B:	$71,060	$85,690
	C:	$72,837	$87,832
	D:	$74,658	$90,028
	E:	$76,524	$92,279
SL6	A:	$65,943	$79,868
	B:	$68,901	$83,462
	C:	$70,624	$85,549
	D:	$72,390	$87,688
	E:	$74,200	$89,880

Employee Benefit Changes and Improvements

- The dental plan fee guide will be updated so that the previous year's guide applies in the current year, keeping reimbursement levels more current.
- Articles 18.16, 18.17, 18.19 and 18.20, relating to cost-of-living allowance provisions, will be updated with current dates.
- A dispensing-fee cap will now apply to prescriptions, with the Corporation paying the first $9.00 of each fee.
- New employees will become eligible for benefits after completing six (6) months of employment with the Corporation.

The parties have also committed to exploring an innovative flexible benefits plan that could give members greater choice and control over their coverage, allowing them to select the level of protection that best suits their individual needs and budget.

A Unified Seniority System

The parties have agreed to establish a single seniority list. Members currently on List A will retain their position on the seniority list and will appear first, followed by members currently on List B. Employees entering the bargaining unit after the new Collective Agreement is signed will receive seniority from their date of entry. Once implemented, the single list will provide a consistent basis wherever seniority applies.

Implementation will follow the completion of a comprehensive review by the APOC Seniority List Committee. The Committee will verify members' seniority records to support an accurate new list, and members who believe their seniority is incorrect will have an opportunity to request an individual review.

The parties have also agreed that a member appointed or assigned outside the bargaining unit will retain seniority provided the member returns within two (2) years of the appointment. A member who remains on an acting assignment outside the bargaining unit for more than two (2) years will forfeit bargaining-unit seniority and return as a new employee in the bargaining unit.

SL Compensation Model Review

The parties have committed to a comprehensive review of the current SL compensation model, with the goal of creating a fairer and more balanced approach between guaranteed salary and quota-based earnings. This review will explore opportunities to provide greater income stability while continuing to recognize and reward strong performance.

A Fairer Performance Management Process and Letter No. 1 for OP and OS Classifications

Performance appraisals will no longer produce a rating. Members will continue to receive performance feedback, but without a numerical or categorical rating. Where performance does not meet expectations, a member may be placed on a performance improvement plan (PIP), with the focus on clearly identifying expectations and supporting improvement.

Individual at-risk pay will continue to be paid in the normal course to eligible OP and OS members who have not been on a performance-related PIP for more than ninety (90) cumulative calendar days. Eligible members will receive two percent (2%) of regular salary, and members identified as having exceptional performance may receive an additional one percent (1%).

Updated Uniform and Footwear Provisions

- Article 48 has been streamlined to make uniform entitlements easier to understand and apply. The revised language clearly distinguishes between employees who perform duties outdoors and those who perform the majority of their duties indoors, while providing clearer guidance on specific items—such as parkas,

outerwear and other weather-appropriate clothing—to ensure employees receive uniforms suited to their actual working conditions.
- The meaning of “safety footwear” has been clarified to include both appropriate footwear, such as comfortable walking shoes, and protective footwear, such as steel-toed footwear.
- Appendix K has been updated to provide greater clarity regarding which bargaining-unit positions are not provided with a uniform.

Additional Significant Gains

- After many years of being limited to opportunities within their own office, OP2 and OP3 employees will now be able to pursue positions throughout their entire zone through the expression-of-interest process. This long-awaited change significantly improves mobility, expands access to available positions and allows employees to seek new opportunities while remaining within their zone.
- Shift differentials, which have not been updated in decades, will increase by up to 95%, to $2.25, under Articles 22.1 and 22.2.
- After decades of exclusion, term employees who work qualifying night shifts will now be eligible to earn night workers’ leave, finally extending this important benefit in recognition of the challenges associated with regularly working overnight hours.
- Pay progression will no longer depend on a performance appraisal rating.
- All members will now receive consecutive days of rest, except where genuine operational requirements make this impossible. This change provides greater consistency, improved work-life balance and more meaningful recovery time between scheduled work periods.
- Members will have greater flexibility during a difficult time, as they will no longer be required to take all four (4) days of bereavement leave consecutively. This change better reflects the modern realities of losing a loved one, recognizing that funeral arrangements, services, travel and family responsibilities may occur on different days.
- The National Day for Truth and Reconciliation will be added as a recognized holiday.
- The six (6) personal days identified under federal legislation have now been formally captured in the Collective Agreement, ensuring these important entitlements are clearly recognized and protected for members.
- A previously lost provision will be restored to the Collective Agreement by eliminating the two-tier vacation system. All members will once again earn an additional week of vacation for every seven (7) years of service under the more favourable entitlement grid.

Taken together, these gains represent meaningful progress for members and restore important protections that had been lost over time. In addition to the major improvements outlined above, the renewed Collective Agreement includes numerous other quality-of-life enhancements designed to provide greater fairness, flexibility, stability and recognition for members throughout their careers. We believe this package delivers the most significant gains to our Collective Agreement in decades.

Ratification and virtual tour details will follow over the next few days. We look forward to meeting with all of you and explaining the full details of the changes we have bargained on behalf of the membership.

NATIONAL NEGOTIATION TEAM