



Most recent Urban collective agreement

Wages and other payments

Wages	For letter carriers – hourly wages starting at \$22.68/hour, up to \$30.36/hour, plus any overtime at up to double the hourly rate (e.g., weekend delivery). 70% of CUPW-represented employees are at the maximum of the salary range.
Cost of Living Allowance (COLA)	COLA payments on a quarterly basis when inflation is greater than the negotiated wage increases.

Vacation and other leave

Vacation	Starting at 3 weeks of vacation per year, up to 7 weeks of vacation per year for employees with over 28 years of service.
Pre-retirement leave	In addition to vacation leave, 1 week per year of pre-retirement leave (up to 6 years prior to retirement).
Personal days	Up to 13 days per year for full-time employees.

A guaranteed income in retirement that increases with the cost of living

Pension	Defined benefit pension plan (guaranteed income) with yearly cost-of-living adjustments for pensioners.
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Secure jobs

Job security	All Urban employees have job security the moment they become regular. For 5 years of service or greater: they cannot be laid off. For less than 5 years of service: they can only be laid off if the employee chooses not to be displaced and will remain paid with benefits for up to 5 years.
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Extended benefits

Benefits	Comprehensive coverage for Extended Health Care and Dental Care (95% of costs paid by Canada Post), and Life Insurance.
Post-retirement benefits	Coverage for Extended Health Care, Dental Care and Life Insurance. The Corporation pays more than 50% of premiums for these benefits. Available for employees who retire after 15 years of service.

Support when needed

Short-term Disability Plan	Up to 30 weeks of coverage at 70% of salary.
Long-term Disability (LTD)	LTD coverage for up to 70% of salary, with salary adjusted annually based on Consumer Price Index up to 3% per annum.
Various allowances	5 minutes paid wash-up time before the meal period.