

Mediated talks between Unions and Canada Post break down without a negotiated agreement

23-04-2025

Canada Post and the Canadian Union of Postal Workers (CUPW) participated in negotiations on Saturday, March 1 and Sunday, March 2. The weekend negotiations were held in parallel with detailed discussions between the parties at the Industrial Inquiry Commission (IIC), which is examining the bargaining dispute and significant challenges facing Canada Post. We entered the weekend hoping that agreements could be reached with CUPW, with the assistance of a mediator.

This weekend, Canada Post put forward a workable and affordable weekend delivery model that would allow the company to compete in the important parcel delivery market using a dedicated part-time workforce. Our proposals included:

- A more flexible staffing model that would provide greater opportunity to have work performed at regular rates of pay, through the creation of new part-time flex positions with guaranteed hours on weekdays.
- Provisions that would allow the company to better match labour requirements to fluctuating mail and parcel volumes.
- With these changes, our proposals maintained the significant protections afforded to employees, including renewing the job security provisions for regular employees.

These changes are essential to provide Canada Post the ability to grow its core delivery business in today's competitive environment. Unfortunately, the union's response showed little meaningful movement on our core needs and failed to acknowledge the significant challenges facing the Corporation. Over the past year, CUPW has continued to put forward proposals that would create more rigidity in our delivery model, add significant costs, and accelerate the company's declining financial position. The union has maintained this approach, providing no basis to break the impasse with continued discussions at this time. We are disappointed we were not able to reach a deal this weekend, but remain committed to negotiating new collective agreements.

The financial challenges facing the Corporation were underscored by the Government of Canada's January 24, 2025, announcement that it intends to make repayable funding of up to \$1.034 billion available to Canada Post through the government's 2025-26 fiscal year. This short-term financing liability, which is within the regulations of the Canada Post Corporation Act, is to ensure the Corporation can maintain its solvency and continue operating as it deals with its significant financial and structural issues.

Source: [Canada Post](#)

Deutsche Post will start home delivery of identity cards and passports as well as electronic residence permits and eID cards

25-04-2025

Many citizens will be able to avoid a trip to the authorities in the future: Starting May 2, 2025, Deutsche Post will conveniently deliver identity cards and passports, as well as electronic residence permits and eID cards, to their homes. These identity documents will be sent via its "Postident Delivery" product. Deutsche Post delivery workers will then hand over the envelope containing the new identity document at the doorstep after the recipients have verified their identity with a valid ID document. Deutsche Post won the corresponding tender from Bundesdruckerei GmbH.

Benjamin Rasch, Head of Marketing and Product Management at Post & Parcel Germany: "Mailing instead of going to the registration office. We're pleased that we can

provide concrete assistance in simplifying administrative processes in Germany. Our new service is a real relief for citizens. Since shipments are only handed over in person and after clear identification, secure delivery is guaranteed."

The relevant legal regulations set the fee for direct delivery at €15. Those who wish to have their documents mailed to their home must pay the fee directly when applying to the authority. For identity cards, electronic residence permits, and eID cards for EU citizens, the direct delivery option is available after the 16th birthday. Passports can be applied for using the direct delivery option from the 18th birthday onwards.

Source: [Deutsche Post DHL](#)



bpost launches 'Secure Delivery' for enhanced security against parcel fraud

28-04-2025

bpost is launching a new tool in the fight against parcel delivery fraud, which constitutes a growing problem. From now on, webshops can opt for a 'Secure Delivery' via bpost. With this system, a parcel is only handed over by the postman when the recipient can provide a secret code. bpost is the first parcel service in Belgium to offer this level of security.

Research* by bpost indicates that 75% of online shoppers in Belgium would appreciate extra security for high-value orders. This demand for greater security is also present among webshops in Belgium, which are seeing an increase in fraud-related incidents each year. Just earlier this month, for example, the Consumer Ombudsman Service (COD) published in its annual report that it "sees a worrying trend in a rising number of suspected cases of fraud in parcel deliveries". This can take various forms, such as parcels being intercepted at the doorstep.

Increased safety for the addressee

In response to this, bpost has developed a new tool: Secure Delivery. With this system, the addressee is only handed a parcel upon presenting a six-digit code (or the corresponding QR code) to the postman. The secure code is generated by bpost and communicated exclusively to the addressee of the parcel. The latter receives the code twice – by email and on the My bpost app. Once when the order leaves the webshop, and again on the day the postman delivers it.

Those who receive the code can also pass it on to housemates or family members to enable them to accept the parcel. This can only be done at the doorstep, at the address provided when ordering. If no one is at home or the code isn't provided, the postman will take the parcel to a nearby collection point. The customer then has 14 days to collect it there with the correct code

Webshops can decide for themselves for which categories of parcels they wish to enable this 'Secure Delivery' feature.

Source: [Bpost](#)

Swiss Post employees to receive a salary increase of up to 1.6 percent

29-04-2025

Swiss Post and PostFinance staff covered by the collective employment contract will receive increased salaries. In total, the salary measures correspond to 1.6 percent of the salary sum. The minimum salary is being raised to around 4,250 Swiss francs per month. This was determined by the joint arbitration commission of the social partners Swiss Post, syndicom and transfair during the pay negotiations for 2025. The salary increases will take effect retroactively as of April 2025.

Overall, 1.6 percent of the eligible salary sum is available for 2025: 0.7 percent for general salary increases, 0.5 percent for individual salary increases and – as provided for in the CEC – 0.4 percent for structural salary increases. As such, Swiss Post and PostFinance ensure that employees in the lower positions of the respective salary band benefit from the salary measures to a greater extent. The salary measures affect the 25,300 or so employees who are covered by the Post CH Ltd collective employment contract (CEC), as well as the 2,800 or so employees covered by the PostFinance Ltd CEC.

Furthermore, Swiss Post and PostFinance are increasing the salary bands in the CEC by 1.6 percent. The minimum salary will rise by 871 Swiss francs to 55,288 francs per year, i.e. around 4,250 francs per month. Swiss Post and PostFinance are implementing all salary measures retroactively as of 1 April 2025.

Full-time CEC employees already received a one-off payment of 400 francs with their January salary as an additional salary

measure. With this gesture, Swiss Post and PostFinance acknowledged the outstanding dedication of CEC employees, who have given their all for customers over the past year.

Decision by the joint arbitration commission
The 2025 salary increase was determined by the joint arbitration commission in which the three social partners – Swiss Post with PostFinance, the trade union syndicom and the staff association transfair – are represented. In its final decision, the commission took various criteria into account including, inter alia, the financial situation of Swiss Post and PostFinance, trends in the cost of living and comparisons with competitor companies.

Valérie Schelker, Head of Human Resources and Member of Executive Management at Swiss Post, said the following about the 2025 salary measures: “After intensive negotiations, the path is clear and we can implement the salary measures for our employees. As socially responsible employers, Swiss Post and PostFinance offer fair wages and attractive employment conditions. Since Swiss Post also wants to continue operating without taxpayer money in the future, it is essential for us to remain competitive and to continue paying market-driven salaries.”

The pay negotiations for employees of Post Real Estate Management and Services Ltd, PostLogistics Ltd, notime (Schweiz) AG and PostBus Ltd are being conducted separately.

Source: [Swiss Post](#)