

Composition and mandate of the Communications and Consultation Group of the Canada Post Corporation Registered Pension Plan (the Plan) Defined Benefit Component

Composition

The Communications and Consultation (C&C) Group will be comprised of 12 representatives: two representatives appointed by Canada Post, five representatives appointed by the bargaining agents representing Canada Post employees (one representative appointed by each of the five unions/ associations) and five representatives elected as noted below.

C&C Group representatives do not receive compensation for attending C&C Group meetings or for their time to be involved. Travel expenses related to attending C&C Group meetings are reimbursed.

Elected positions

1. One representative for active defined benefit (DB) members of the Plan not represented by a bargaining agent – election open to active DB members not represented by a bargaining agent, namely, management and exempt employees.
2. Four representatives for all retirees, survivors and deferred members – election open to eligible retirees, survivors, and deferred DB members.

Mandate of the C&C Group

The Communications and Consultation Framework describes how Canada Post will inform and consult with Plan members about the Plan's current situation and about any proposals that may affect Plan members. The role of the representatives is to help facilitate the exchange of information between the Corporation and the Plan members they represent. This will be done by:

- providing input on how best to communicate and consult with Plan members;
- reviewing information from Canada Post about the Plan's current situation, potential courses of action or proposals that may affect the interests of Plan members;
- providing their own feedback and feedback they receive from the Plan members they represent to Canada Post; and
- providing Plan members with another channel to ask questions, offer suggestions or raise concerns.

In order to fulfill their role, representatives will be provided with sufficient information on the issues to understand them and provide meaningful input.

Representatives will not be negotiating or making decisions on behalf of Plan members or on options to change the Plan, but they will be able to offer recommendations for consideration and discussion. Decisions on courses of action remain subject to all applicable laws, collective bargaining, notification and/or consent processes.

How the representatives share, communicate or use the information received as part of their role in this C&C Group will be subject to a communication protocol, to be agreed upon.

Term of office for elected representatives

The elected representatives will serve for the lesser of the time that the C&C Group is needed while the Plan's challenges are being addressed, or for a period of four years.

Representatives of retirees, survivors and deferred members must continue to receive a pension benefit from the Plan, or must continue to be a deferred member. The representative of active management and exempt DB members of the Plan must continue to be part of the group he or she represents.

Alternates

The next candidates who have received the highest number of votes, without being elected, can be called upon to act as alternates if elected representatives are unable to fulfill their role on a permanent basis.

Term of office for union/association representatives and for Canada Post representatives

The term of office for union/association representatives is determined by the executives of each respective union/association. The term of office for Canada Post management representatives is determined by Canada Post. If selected representatives are unable to fulfill their role on a permanent basis, the union/association or Canada Post, as applicable, will select a new representative.

Involvement

For efficiency purposes it is expected that the primary means of communication between Canada Post and the representatives will be by way of letter, email, website posting or other similar form of communication. Teleconferences, video conferences and in-person meetings will be scheduled by Canada Post, as required, after consultation with the representatives.

It is not expected that in-person meetings will take place on a regular basis. Input on matters and communications will be sought from representatives, mainly through electronic means, from time to time.

Representatives should be prepared to participate in two in-person meetings per year. In addition, it is estimated that representatives will be asked to review and provide input on four to six communication/consultation initiatives per year, and to receive/consider questions, suggestions and concerns from Plan members.