

Canada Post Pension Plan Communications and Consultation Framework

A. PURPOSE

The purpose of this Canada Post Pension Plan Communications and Consultation Framework (“Framework”) is to establish the means by which Canada Post Corporation (“Canada Post”), in its capacity as administrator of the Canada Post Corporation Registered Pension Plan (“Plan Administrator”), will communicate and consult, respecting the collective bargaining process, with Plan members in respect of (i) the Plan’s current situation, including the Plan’s special funding relief; and (ii) potential courses of action or proposals in respect of the Plan, that may affect the interests of Plan members.

For the purposes hereof:

- (i) “Designated Representatives” are those persons designated or elected by each of Canada Post, active members in a bargaining unit, non-unionized active members and retirees who will be part of the ongoing communication and consultation process established under this Framework;
- (ii) “Issue” refers to a matter arising under “Issues for Communication and Consultation” below;
- (iii) “Plan” refers to the Defined Benefit Component of the Canada Post Corporation Registered Pension Plan;
- (iv) “Plan members” includes Plan beneficiaries; and
- (v) “Retirees” includes survivors or other beneficiaries, as well as Plan members with a deferred pension.

B. GUIDING PRINCIPLES

- (1) Plan members are to be respected, understanding the importance of their pension to their retirements and that active members share the Plan’s current service cost, while Canada Post is also responsible to fund the deficits based on the Plan’s rules.
- (2) The overall objectives of the Plan’s sustainability, affordability and security are to be respected.
- (3) Canada Post recognizes the importance of, and supports, ongoing, meaningful, and timely communications to Plan members in respect of the Plan, its status and changes to these, including external factors, that could affect Plan members.
- (4) Canada Post and Plan members, and their respective Designated Representative, will act in good faith and treat each other with respect, allowing for open discussions.
- (5) The collective bargaining process as well as notification requirements to non-unionized Plan members will be respected in the application of this Framework. Collective bargaining obligations will be respected where collective bargaining is necessary to change pension benefits for active employees who are Plan members.
- (6) Canada Post recognizes the importance of working in collaboration with the bargaining agents and Designated Representatives and, whenever possible, will inform them of upcoming communications relating to the administration of the Plan, and allow them the opportunity to

provide input on such communications and the communication channels to Plan members. Canada Post reserves the right to communicate directly with Plan members, in its capacity as Plan Administrator and Plan Sponsor, and recognizes the bargaining units' right to communicate directly with their members.

C. ISSUES FOR COMMUNICATION AND CONSULTATION

- (7) Canada Post will communicate information on, and consult with respect to, potential options for the restructuring of the Plan, while respecting the collective bargaining process.
- (8) Canada Post will communicate information on, and consult with respect to, proposals for future funding relief for the Plan.
- (9) Canada Post, in its capacity as Plan Administrator, will communicate information on the possibility of Canada Post, in its capacity as Plan Sponsor, making contributions to the Plan, notwithstanding the temporary relief provided by the current special regulations.
- (10) Canada Post will communicate information on the responsibility for the liabilities of the Plan.
- (11) Canada Post will communicate the application of subsection 46.3 (7) of the Public Service Superannuation Act applicable to pension benefits related to service accrued before October 1, 2000.

D. COMMUNICATION AND CONSULTATION PROCESS

- (12) When communicating to and consulting with Plan members and Designated Representatives in respect of an Issue:
 1. the information provided by Canada Post will be in clear language and sufficient to allow the Plan members and Designated Representatives to understand the Issue;
 2. Plan members' comments, questions and concerns on the Issue will be sought, either directly or through Designated Representatives; and
 3. sufficient time will be allocated in order to allow for comments, questions and concerns on the Issue to be received and considered by Canada Post.
- (13) Canada Post may communicate with Plan members and Designated Representatives by way of letter, email, website posting and/or other similar form of communication and will facilitate the return communication of Plan members' and Designated Representatives' comments, questions and concerns through the use of physical and digital correspondence, web postings, surveys, focus groups, town hall meetings and/or other similar communications vehicles, understanding the diverse needs of the Plan members. It will be communicated to Plan members that they can also provide their comments to other recognized bodies, such as OSFI, with the understanding that these other bodies are not part of this Framework.
- (14) The Designated Representatives who will operate the Framework will discuss and agree upon a communication protocol.

E. DESIGNATED REPRESENTATIVES

- (15) The Designated Representatives for each of the active non-unionized members and the retirees will be elected by the Plan members who are members of such groups. Canada Post will facilitate the election of such persons.
- (16) For efficiency purposes it is expected that the primary means of communication between Canada Post and the Designated Representatives will be by way of letter, email, website posting and/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 Designated Representatives.
- (17) Plan members will have the option to communicate to either or all of Canada Post, in its capacity as Plan Administrator, the Designated Representatives and the bargaining agents, in both official languages, in respect of an Issue.
- (18) Designated Representatives will be provided with all comments, concerns and questions communicated to Canada Post by Plan members in respect of an Issue. Canada Post will reply, in its capacity as Plan Administrator, to Plan members in their language of preference and will inform the Designated Representatives of how these comments, concerns and questions are being addressed and/or considered. Plan members' privacy will be appropriately respected.

F. GENERAL

- (19) Meeting minutes will be maintained and reviewed by the Designated Representatives. Minutes and final documents will be available in both official languages.
- (20) Canada Post will, in consultation with the Designated Representatives, periodically review this Framework to ensure it continues to further the Purpose as outlined above and make changes for improvement or to incorporate this Framework into the existing pension operations.