Human Resources; Canada Post

[Name of the Writer]

[Name of the Institution]

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**Introduction**

**Labour Relations**

Labor relations refers to the leadership between employees and employers in the company or organization as well as in the industry. The labor relations are affected by several things such as labor laws, and political decisions. Businesses or companies always put the best of their efforts to balance good labor relations for the purpose to cut off their costs.

**Canada Post Company**

Canada Post Company is a Canada based company that trades as Canada Post. Canada Post Company is a crown corporation that operates as the primary postal operator in the State of Canada. The company provides services to almost 16 million people and addresses which have delivered more than 8.5 billion items till the end of 2016 while the revenues of the company from these operations amount to $8.2 billion. As the company is a leading company/provider of electronic commerce and customers’ communication solutions, Canada Post is the most affordable, leading, and highly reliable services provider in the region for online shoppers and e-commerce shippers (Corporation, 2019).

**Why Employees Went On Strike**

Several reasons are there due to which the employees went on strike but the most crucial ones are;

1. At the time when Canada Post and CUPW did not reach the agreement about their new contract demands after almost a year-long negotiation, the union and employees decided to go on and went on strike (Global News, 2019).
2. The discrepancy in payments/pay of rural and urban postal workers was another crucial reason behind the strike of employees. Due to this, the concern of employees was that the pays of rural carriers are based on their route while urban carriers are paid based on hours worked (Corporation, 2019).

**Recommendations**

Below are some strong recommendations for resolving the concern, Canada Post faces/faced.

* Anticipate needs and concerns of employees and meet them before the strike inversely impact the company
* Follow fair and highly professional policies that answer every question raised by employees feeling that they have been treated unfairly.
* Identify hidden but actual reasons for the strike instead of looking at direct reasons.
* Improve and develop business strategies that are aligned with employees and their concerns.

**References**

#### Corporation, C. (2019). *Announcements | Canada Post*. *Canadapost.ca*. Retrieved 9 October 2019, from https://www.canadapost.ca/web/en/blogs/announcements/list.page

Global News. (2019).Canada Post Strike | News, Videos & Articles. Retrieved 9 October 2019, from <https://globalnews.ca/tag/canada-post-strike/>