

October 2019

Retroactive payments, collection of premiums to appear on your October 17 pay statement

Dear Colleague,

We are nearing the end of the pay equity resolution process. Thank you for your continued patience as we work to implement these changes as quickly as possible.

On October 17, you will receive retroactive payments for personal contact items (PCIs), lock changes, rest period allowance, Neighbourhood Mail™ and wages owed for January 1 and 2, 2016. You may also see deductions for pension contributions and insurance premiums. We are making these adjustments in the same pay period to limit the financial impact on you.

A full explanation of these changes can be found below:

PAYMENTS AND ADJUSTMENTS

Personal contact items and lock changes

As of January 1, 2016, personal contact items (PCIs) and lock changes became activity payments rather than variable payments, and for route holders the time spent on these tasks became pensionable and insurable. The time owed for PCIs and lock changes will be added to the Route Management Systems (RMS). All eligible employees will receive 2.75 minutes in RMS time for PCIs delivered, and 2.31 minutes for lock changes.

Increasing time values for these tasks means there may be an adjustment to your boot allowance to reflect the additional time worked. If eligible, you will receive a retroactive payment dating back to January 1, 2016.

Rest period allowance

Payments for your rest period allowance are also pensionable and insurable. You will receive your rest period allowance payments retroactive to January 1, 2016.

Neighbourhood Mail™

A Neighbourhood Mail™ adjustment is a one-time payment of \$0.008 per set of Neighbourhood Mail™ delivered between January 1, 2016 and January 15, 2018.

Wages

Route holders will receive retroactive wages for January 1 and 2, 2016. Permanent Relief Employees (PREs) have already received a statutory holiday payment (percentage of their previous earnings) for these dates.

Retroactive payments will appear under the following wage types on your October 17 pay statement:

- Retroactive wages (January 1-2, 2016), PCIs and lock changes - Wage Type 1E08 and/or 1831
- Rest period allowance - Wage Type 7018
- Neighbourhood Mail™ adjustment - Wage Type 1831

DEDUCTIONS

Pension contributions and insurance premium recovery

As many of these changes increase your pensionable and insurable earnings, you may also owe pension contributions and premiums for basic life insurance and disability insurance. Any amounts owing will be recovered on October 17.

These changes may also make some employees eligible for benefits. If there are changes in your eligibility, we will contact you directly.

Retirees

For people who have retired since January 1, 2016, amounts owed will be collected at different times and from different sources:

- Pension contributions and basic life and disability insurance premiums owed during your time as an employee will be recovered from the October 17 pension payment.
- Basic life insurance premiums owed since retiring will be recovered from your pension payment at a later date. (If you belong to this group, you will receive more information.)

Union dues

We have agreed with your union to collect union dues arrears on October 17. If you have questions regarding arrears recovery, please contact your union.

For a more detailed breakdown of your earnings, see the RSMC Pay Detail Report. It will be available on Intrapost as of October 13, 2019, under

Employee Self Serve (ESS) > Pay and Compensation.

For more information and to find copies of previous correspondence, visit **canadapost.ca > I'm an Employee > RSMC pay equity resolution.**

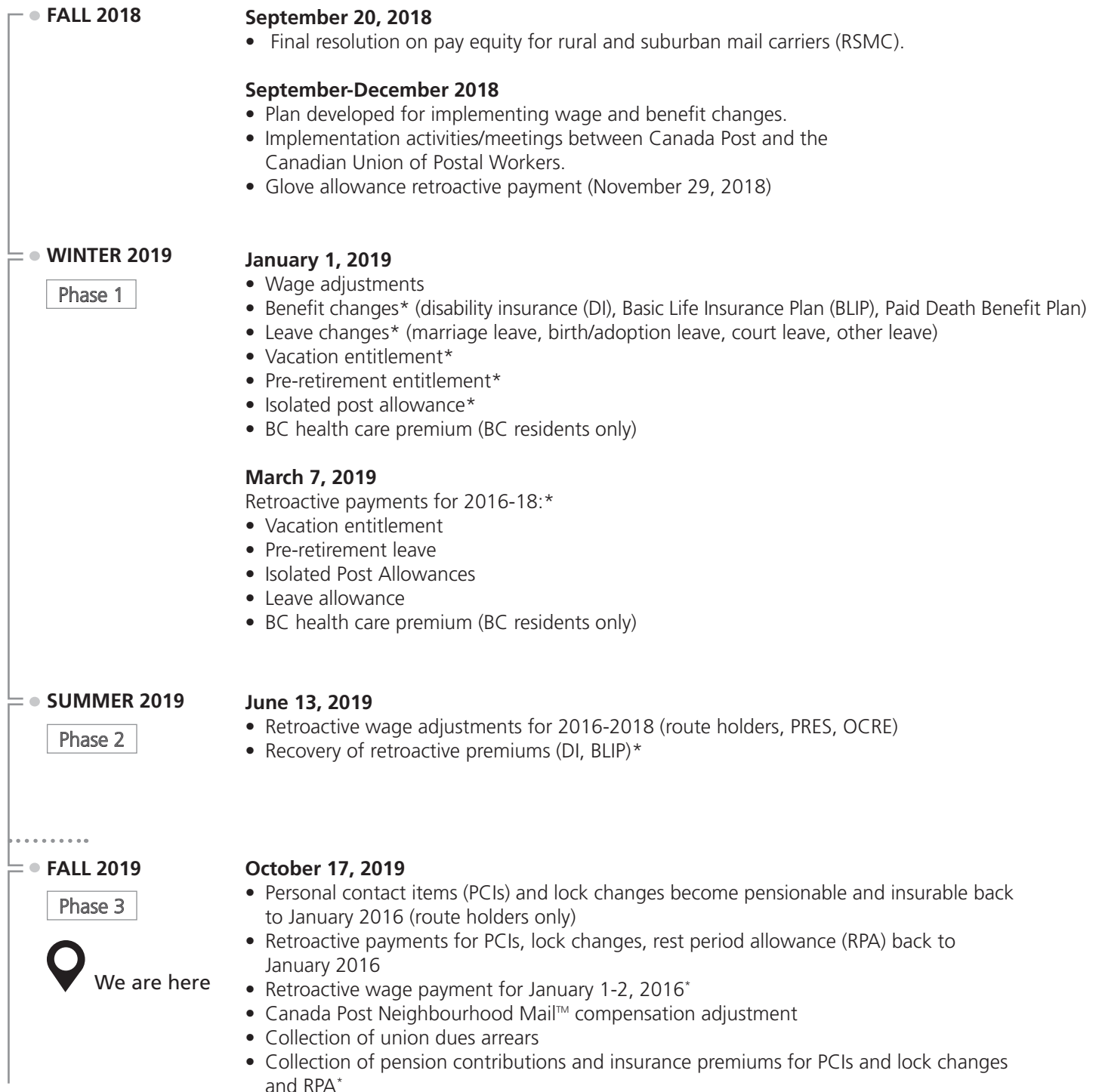
If you have questions or want more information, contact AccessHR at **accessHR@canadapost.ca** or by calling **1-877-807-9090**.

Sincerely,

The AccessHR Team

RSMC Pay Equity Resolution – Timeline

Note: Retroactive payments do not apply to RSMC hired on or after January 1, 2019



*For eligible route holders and permanent relief employees only.