

December 2018

# Changes that affect your pay

Dear Colleague,

We appreciate your hard work and recognize our responsibility to keep you informed about your compensation.

**This letter explains how and why your pay will change in January 2019. Your bargaining agent and Canada Post agreed to this change in the last round of negotiations.**

Effective  
January  
2019

**Your pay cycle is changing** so that you will be paid for two weeks you have already worked. When you return from leave, you will be on the new pay cycle, which means you will receive your first pay two weeks after the end of that pay period. You will continue to be paid every two weeks after that.

We expect moving to a new pay cycle will help make your pay more predictable and will reduce the need for adjustments. The change is explained in detail in a short video (go to [canadapost.ca](http://canadapost.ca) and click on "I'm an employee").

If you have any questions, please contact AccessHR at **1-877-807-9090** or at [accesshr@canadapost.ca](mailto:accesshr@canadapost.ca).

Thank you for your hard work and dedication.

Sincerely,



Ann Therese MacEachern,  
Chief Human Resources Officer