

December 2018

RSMC pay equity changes to be introduced in phases beginning next month

Dear Colleague,

I'm writing to provide you with information on our plans to implement changes to resolve the long-standing issue of pay equity with Rural and Suburban Mail Carriers (RSMCs). As a result of the Pay Equity Arbitration, Canada Post and the Canadian Union of Postal Workers have agreed on pay adjustments and improvements to your benefits and we've been working with your Union on how best to implement these changes. We now have a rollout plan.

The resolution to pay equity directly affects more than 12,000 employees and former employees and will affect different employees in different ways. Because some changes are more complex to implement than others, it will take time to complete the process, so adjustments will be introduced in stages.

We are eager to get you everything you are owed as soon as possible, and I'm happy to say that many of the changes will be introduced before spring 2019.

In some cases, you will need to fill out forms to be eligible for benefits and programs. We will send details and instructions about any actions required. You may receive multiple letters; each addresses a different aspect of the pay equity resolution.

Phase 1

Between January 1 and March 2019, we will introduce wage adjustments and new benefit and leave allowances. During this first phase, we will also implement new vacation and pre-retirement entitlements, Isolated Post Allowances, and other retroactive payments dating back to 2016. This means that as of January 1, 2019, the existing activity values of your actual wage found in Appendix A of the collective agreement will be updated to reflect the payments that resulted from the pay equity resolution. You will find a detailed table of these calculations in this package.

Phase 2

Over the summer, we will implement additional retroactive wage adjustments and benefit changes.

Phase 3

The final phase of implementation will take place later in the year. You will receive Neighbourhood Mail compensation adjustments and more activities will become pensionable, specifically personal contact items and lock changes. As well, any outstanding retroactive payments, including the rest period allowance, will be processed and paid in this final phase.

It is our goal to make the pay equity rollout as simple as possible for you. Thank you for your continued patience as we continue to work through this important process.

Questions about related matters should be directed to AccessHR at accesshr@canadapost.ca or 1-877-807-9090.

Sincerely,



Ann Therese MacEachern
Chief Human Resources Officer