

October 22, 2018

New terms and conditions of employment in effect

As of 12:01 am Monday, October 22, 2018, the terms and conditions of employment of all CUPW-represented employees (RSMC) reverted to the statutory minimum conditions established under the *Canada Labour Code*, with the exception of the following:

PAY

- Employees are now receiving the same rate of pay as they were entitled to on Sunday, October 21, 2018, (the day before the terms and conditions of the previous collective agreement ceased to apply).

BENEFITS

- The Corporation is continuing the benefits below; you will see no interruption in this coverage:
 - Extended Health Care Plan (including prescription drug coverage)
 - Dental
 - Vision
 - Hearing

PENSION

- Employees will not accumulate pensionable service while not working during the work disruption.

DISABILITY PROGRAM

- If you recently made a Short-term Disability Program (STDP) claim that was deemed admissible, it will be honoured at a rate of 70%, subject to a 7-day waiting period, up to Monday, October 22, 2018.
- Because a work disruption has occurred, no approved STDP claims will be paid. This includes employees who were on approved STDP prior to the strike action.
- The Extended Disability Program is discontinued for all claims as of Monday, October 22, 2018.

VACATION & OTHER LEAVE

- As of Monday, October 22, 2018, all vacation leave was cancelled for all employees.
- Employees who obtain approval to remain off will be on leave without pay.
- All other forms of paid leave, either new or pre-approved, will be subject to management approval and without pay.

STAFFING

- The Corporation may staff to workload to meet customer needs.

INJURY ON DUTY

- There will be no impact to IOD claims as they are paid directly by the applicable workers' compensation boards.

UNION DUES

- Union dues are no longer being collected, and will not be deducted again until the effective date of a new collective agreement or such earlier time as may be determined.
- All union fund payments have ceased.

ADOPTION & MATERNITY LEAVE

- Paid adoption and maternity benefits and top-up benefits have been discontinued.
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