

October 16, 2018

New terms and conditions of employment if required

The terms and conditions of employment of all CUPW-represented employees (RSMC) will revert to the statutory minimum conditions established under the *Canada Labour Code*, with the exception of the following:

PAY

- Employees will receive the same rate of pay as they were entitled to on the day before the terms and conditions of the previous collective agreement ceased to apply, as well as all other allowances.

BENEFITS

- The Corporation has decided to continue the benefits below, so you will see no interruption in coverage:
 - Extended Health Care Plan (including prescription drug coverage)
 - Dental
 - Vision
 - Hearing

PENSION

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

DISABILITY PROGRAM

- All approved Short-term Disability Program (STDP) claims that started before notice was given will be honoured at a rate of 70% of salary until any work disruption occurs. All new STDP claims will be subject to a 7-day waiting period that is unpaid. If deemed admissible, the employee would be compensated at a rate of 70% of salary.
- Once any work disruption occurs, no approved STDP claims will be paid.
- The Extended Disability Program will be discontinued for any new claims occurring after the commencement of any work disruption.

VACATION & OTHER LEAVE

- **Vacation leave previously approved will be honoured until any work disruption occurs in any location.**
- Once any work disruption occurs, all vacation leave will be 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

- Effective immediately, union dues will not be 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 will also cease immediately.

ADOPTION & MATERNITY LEAVE

- Paid adoption and maternity benefits and top-up benefits will be honoured until any work disruption occurs. Should there be any work disruption, top-up benefits will be discontinued.
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