

**Ann Therese MacEachern**

Chief Human Resources Officer (Acting)

---

September 4, 2018

## **An update on the pay equity process**

Dear employee,

I am writing to inform you that the joint process to resolve the issue of pay equity for Rural and Suburban Mail Carriers has moved to arbitration.

In her May 31, 2018 ruling, Arbitrator Flynn provided guidance and instructed both Canada Post and the Canadian Union of Postal Workers (CUPW) to work together over the next 90 days to reach a resolution. Since that time, both parties have worked hard to break down, analyze and compare the complexities between two pay systems in order to reach a meaningful resolution. Madam Flynn has remained involved throughout the process.

Pay equity is a matter of basic human rights and is fundamental to the values of Canada Post. Any disparity of pay on the basis of gender is wholly unacceptable for the company. While many aspects of this matter continue to be complex, we would like to see final resolution reached as quickly as possible in order to put money into the hands of our rural and suburban employees. We therefore welcome the upcoming arbitration ruling and will continue to provide any support necessary to bring the matter to closure.

Thank you for your efforts to serve Canadians every day.

Sincerely,



Ann Therese MacEachern

Chief Human Resources Officer (Acting)

---