

Wage adjustments, glove allowance and leave changes

☑ Wages

Employee groups affected: Rural and Suburban Mail Carriers (RSMCs); Permanent Relief Employees (PREs); On-call Relief Employees (OCRE)

- As of January 1, 2019, employees will be paid for all work performed at a rate that is equal to that of urban delivery agents as per the new activity values set out below.
- **Retroactive payments for 2016 to 2018 will be implemented at a later date. You will receive more information about these changes and the timing of the payments.**

Delivery Values	Jan. 1, 2019
Rural mailbox (RMB)	\$0.1246
Rural mailbox – RSMC reaching device (RMB – RRD)	\$0.1640
Rural mailbox – Right-hand drive (RMB – RHD)	\$0.0753
Community mailbox (CMB)	\$0.0616
Group mailbox (GMB)	\$0.0753
Kiosks	\$0.0671
High POC CMB sites	\$0.0709
Lock box assembly (LBA)	\$0.0849
Parcel locker clearance	\$0.1995
Business counter	\$0.2872
Business exterior	\$0.2216
Business special	\$3.3245
RPO clearance/Other	\$1.7732
RPO drop	\$1.2855
Street letter box (SLB) clearance	\$1.2847
Pickup street level	\$1.5515
Pickup other	\$2.4381
Delivery stops	\$0.1068

Sortation Values	Jan. 1, 2019
Residential sort	\$0.1108
Residential sort – Sequenced	\$0.0887
Farm sort	\$0.1108
Farm sort – Sequenced	\$0.0887
AMS business sort	\$0.3543
AMS business sort – Sequenced	\$0.2837
Apartment sort	\$0.0753
Apartment sort – Sequenced	\$0.0603
Business direct sort	\$0.3543
Business direct sort – Sequenced	\$0.2837
Sortation caller	\$0.3543
Sortation caller – Sequenced	\$0.2837
Drive time/km (POC/km)	
50 km/hr – 9.9 or less POC/km	\$0.5323
40 km/hr – 10 to 24.9 POC/km	\$0.6649
30 km/hr – 25 to 49.9 POC/km	\$0.8866
20 km/hr – 50 or more POC/km	\$1.3299

- The section of your collective agreement that spells out actual wage calculations (Appendix “A”) has been updated to reflect the pay equity decision.
- PREs not assigned a route shall receive \$90 in compensation instead of \$60 to perform other duties for a maximum of three hours per day (Appendix “F” 3b).

☑ Glove allowance and glove allowance retroactive payment

Employee groups affected: RSMCs; PREs

- Employees are eligible for the \$20/year glove allowance. This benefit is retroactive to January 1, 2016.
- On their November 29, 2018 pay, eligible employees received up to \$60 in glove allowance (\$20/year for 2016, 2017, and 2018).
- Employees must be in a permanent position on October 1 of any given year to be eligible for that year's retroactive payment.
- The 2019 payment will be made in October 2019 to cover the period from October 2, 2018 to October 1, 2019.

☑ Leave changes

Employee groups affected: Active RSMCs; PREs

Paid leaves

Employees will be eligible to take the following paid leaves as applicable under the Urban collective agreement:

Leave codes	Details
758 – Marriage	After six months of continuous service, up to five paid days of special leave can be granted for the purpose of getting married. The leave must be taken within five days before or after the date the marriage occurs.
760 – Birth/Adoption Leave	If your spouse is giving birth to or you are adopting a child, you are eligible for up to two days of paid leave per calendar year for needs directly related to the birth or adoption of your child.
727 – Court Leave	Leave with pay will be granted if you must be in court during normal working hours to serve on a jury, or attend as a witness by subpoena or summons.
800 –	
Other paid leave personnel selection	You may take a paid leave if participating in a personnel selection process for a position within the company.
Career development	Career development is an activity that is likely to assist you in furthering your career development and the organization in achieving its goals. You may take a paid leave for taking a course given by Canada Post, a course offered by a recognized academic institution, or a seminar, convention, or study session in a specialized field directly related to your work. Canada Post must agree that the course of study is likely to assist in the employee's career development.
Exam	You may be granted leave with pay for the purpose of writing an examination that takes place during your scheduled hours of work. Canada Post must agree that the course of study is directly related to your work duties or will improve your qualifications.
Other reasons	If you have used all of your Personal Days, you may be granted special leave with pay under certain circumstances, including but not limited to illness in the immediate family.

Pre-retirement leave

- RSMCs and PREs who reach 50 years of age and complete 20 years of continuous employment, or reach 60 years of age and complete five years of continuous employment will be entitled to a pre-retirement leave of one week in the vacation year in which they become eligible. Those employees are eligible for one week each vacation year thereafter until their retirement, up to a maximum of six weeks total pre-retirement leave.
- Starting January 1, 2019, RSMCs and PREs who meet the requirements will be entitled to pre-retirement leave.