

How retroactive payments for benefits and allowances were calculated

(Active route holders and Permanent Relief Employees [PREs] ONLY)

Vacation Entitlement

Active route holders and PREs who attained 7, 8, 9 or 14 years of continuous service are eligible for additional vacation dating back to January 1, 2016. Those eligible will receive a monetary payout in lieu of time.

Retroactive payments will be made for any vacation time owed, based on their rate of pay on December 31, 2018.

Pre-retirement Leave (1, 2 or 3 weeks)

Active route holders and PREs will receive a payout in lieu of pre-retirement leave for the period of January 1, 2016 to December 31, 2018.

All employees in a permanent position who reached 50 years of age and completed 20 years of continuous service, or who were 60 with five years of continuous employment by 2016, 2017 or 2018, are entitled to one week for each year of eligibility.

Retroactive payments for pre-retirement leave will be based on the rate of pay on December 31, 2018.

Isolated Post Allowances

A standard value for the new Isolated Post Allowance was determined by looking at all allowances that would have been paid between January 1, 2016 and December 31, 2018.

The amount will be shared equally by all eligible route holders and PREs in isolated post locations.

Leave Allowance

The total dollar value for leave allowance was agreed to by Canada Post and the Canadian Union of Postal Workers.

The amount will be shared equally by all eligible route holders and PREs who will be paid out in lieu of taking time off between January 1, 2016 and December 31, 2018.

BC Medical Services Plan (BC residents only)

As part of the pay equity resolution, active route holders and PREs in British Columbia are eligible for coverage through the Canada Post Group BC Medical Services Plan (MSP). The Corporation offers a partial premium payment to eligible route holders and PREs, upon filling out an **Application for Group Enrolment** form. Eligible RSMCs will be paid out for the employer contribution for the period between January 1, 2016 and December 31, 2018.