

May 2019

Lump sum payout, insurance premium collection to appear on June 13 pay

Dear Colleague,

As of January 2019, you have been receiving a wage rate comparable to that of urban letter carriers, as a result of the pay equity resolution for rural and suburban mail carriers (RSMC). On June 13, 2019, we will pay you retroactively for wages owed between January 2016 and December 2018.

These payments are subject to regular deductions such as CPP, EI and pension.

Your June 13 pay statement will also reflect the collection of premiums owed for disability insurance (DI) and the Basic Life Insurance Plan (BLIP), if you are eligible. Enrolment in DI and BLIP is mandatory and automatic, provided you meet the eligibility criteria, and we timed this collection with the lump sum retro payout to limit the financial impact on you.

- DI premiums owed from January 1, 2016 to December 31, 2018 will appear on your statement under Wage Type 2E22.
- DI premiums owed from January 1, 2019 to February 9, 2019 will appear under Wage Type 2422.
- BLIP premiums owed from January 1, 2019 to March 23, 2019 will appear under Wage Type 2412.

To illustrate how these payments will be made – and to show the difference between gross and net pay – we have included two generic pay statement examples on the back of this letter. One represents an RSMC who is scheduled to work 15 RMS hours/week; the other represents an RSMC who is scheduled to work 35 RMS hours/week. Both work in zone 1.

Later this summer or early this fall, we will provide further information about additional pay equity adjustments to your compensation, including Neighbourhood Mail, personal contact items and rest period allowance.

For more information, and to find copies of previous correspondence, visit **canadapost.ca > I'm an Employee > RSMC Pay Equity Resolution.**

If you have questions about this payment, contact AccessHR at accesshr@canadapost.ca or 1-877-807-9090.

Sincerely,
AccessHR Team

Example 1

Regular RSMC employee:
15 hrs/week Zone 1

Other Earnings Including Current Pay	1,251.09
RSMC Pay Equity Earning Retro (2016-2018)	13,702.52
(A) Gross Earnings Total	14,953.61
Tax	3,162.84
CPP/QPP	733.80
EI/QPIP	233.09
(B) Statutory Deduction Total	4,129.73
Other Deduction Remaining	20.26
Basic Life Premium PP12 (WT2412)	2.88
Disability Insurance Premium PP12 (WT2422)	14.36
Pension PP12 (WT2401)	70.43
(C) Other Deduction Total	107.93
Basic Life Premium Jan to Mar/2019 (WT2412)	17.28
Disability Insurance Premium Jan to Feb/2019 (WT2422)	43.08
Disability Insurance Retro Premium 2016-2018 (WT2E22)	1,115.04
Pension Retro 2016-2018 (WT2401)	1,234.61
(D) RSMC Pay Equity Retro Deductions	2,410.01
(A-B-C-D) Net Pay	8,305.94

This is a generic table, to be used for illustrative purposes only.

Example 2

Regular RSMC employee:
35 hours/week in zone 1

Other earnings including current pay	2,300.59
RSMC pay equity earning retro (2016-18)	31,213.54
(A) Gross earnings total	33,514.13
Tax	10,858.80
CPP/QPP	1,852.61
EI/QPIP	576.66
(B) Statutory deduction total	13,288.07
Other deduction remaining	44.70
Basic life premium PP12 (WT2412)	8.13
Disability insurance premium PP12 (WT2422)	41.07
Pension PP12 (WT2401)	182.85
(C) Other deduction total	276.75
Basic life premium Jan. to Mar. 2019 (WT2412)	48.79
Disability insurance premium Jan. to Feb. 2019 (WT2422)	123.21
Disability insurance retro premium 2016-18 (WT2E22)	3,268.02
Pension retro 2016-18 (WT 2401)	2,946.96
(D) RSMC pay equity retro deductions	6,386.98
(A-B-C-D) Net pay	13,562.33

This is a generic table, to be used for illustrative purposes only.