

October 2019

## Retroactive payments, collection of union dues to appear on your October 17 pay statement

Dear Colleague,

We are nearing the end of the pay equity resolution process. Thank you for your continued patience as we work to complete the transition as quickly as possible.

On October 17, you will receive retroactive payments for personal contact items (PCIs), lock changes, Neighbourhood Mail™. You will also see deductions for union dues arrears. We are making these adjustments in the same pay period to limit the financial impact on you.

A full explanation of these changes can be found below:

### Personal contact items and lock changes

As of January 1, 2016, personal contact items (PCIs) and lock changes became activity payments rather than variable payments. The time owed for PCIs and lock changes will be added to the Route Management Systems (RMS). All eligible employees will receive 2.75 minutes in RMS time for PCIs delivered, and 2.31 minutes for lock changes.

Your pay statement of October 17, 2019 will reflect adjustments that apply to any of the routes you've covered, dating back to January 1, 2016. Going forward, you will be paid the current rate.

### Neighbourhood Mail™

You are also entitled to a one-time adjustment of \$0.008 per set of Neighbourhood Mail™ delivered between January 1, 2016 and January 15, 2018.

### Union dues

We have agreed with your union to collect union dues arrears on October 17. If you have questions regarding arrears recovery, please contact your union.

If you want a more detailed breakdown of your earnings, see the RSMC Pay Detail Report. It will be available on Intrapost as of October 13, 2019, under

**Employee Self Serve (ESS) > Pay and Compensation.**

For more information and to find copies of previous correspondence, visit **canadapost.ca > I'm an Employee > RSMC pay equity resolution.**

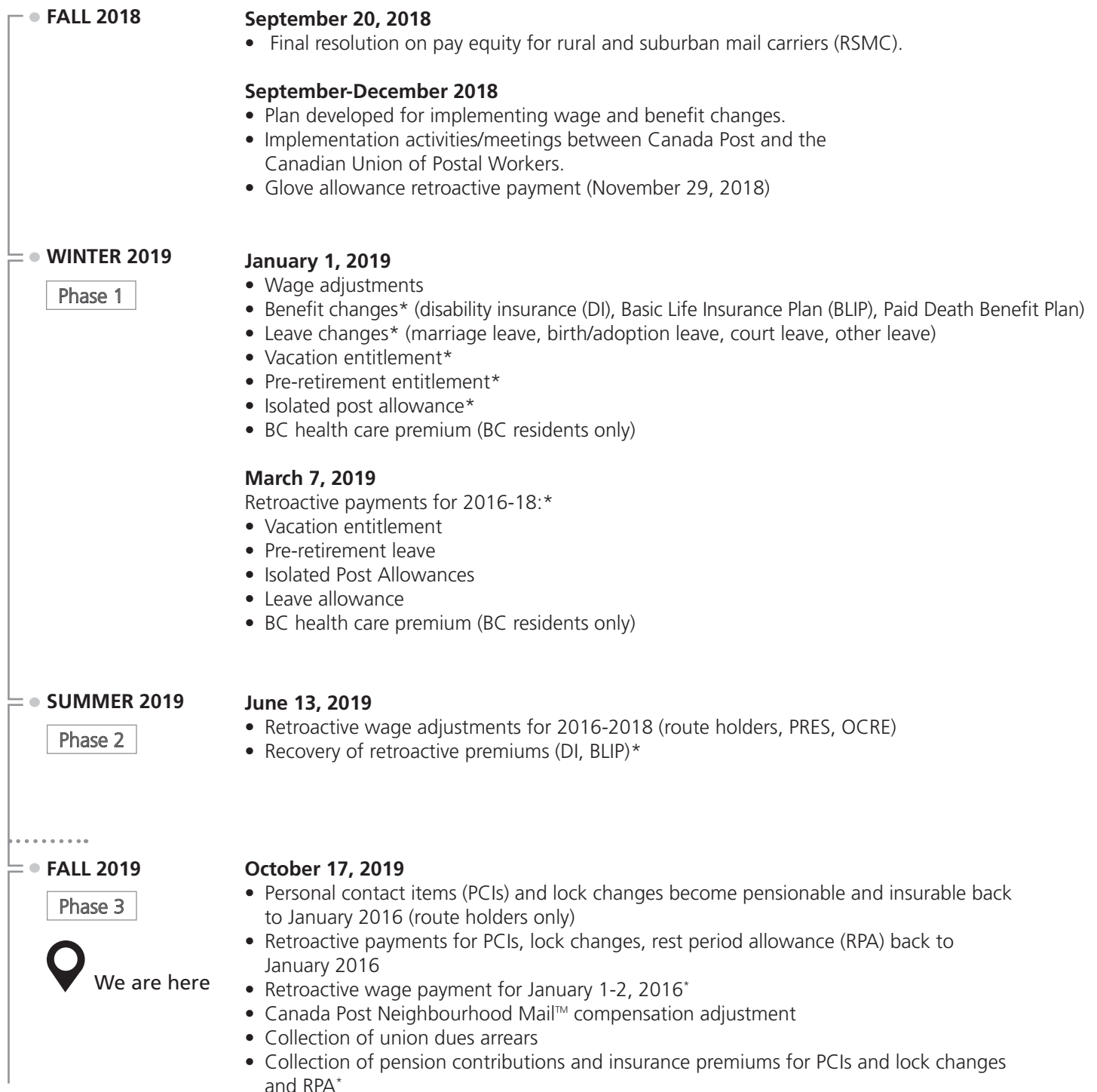
For more information about these retroactive payments, contact AccessHR at **accessHR@canadapost.ca** or **1-877-807-9090**.

Sincerely,

The AccessHR Team

# RSMC Pay Equity Resolution – Timeline

Note: Retroactive payments do not apply to RSMC hired on or after January 1, 2019



\*For eligible route holders and permanent relief employees only.