



November 15, 2024

Terms and conditions of employment – CUPW-RSMC

Canada Post implementing new terms and conditions of employment

The current collective agreements no longer apply for CUPW-represented employees in the RSMC and Urban bargaining units. Canada Post is making adjustments to its operations, as allowed under the *Canada Labour Code*, based on operational realities and business needs. Effective **Friday, November 15 at 8 a.m. ET**, all employees in the RSMC bargaining unit have the following changes to their terms and conditions of employment. Canada Post is:

PAY

- Maintaining rate of pay as on the day before these terms and conditions came into effect.

VACATION AND OTHER LEAVE

Making the following changes regarding leave:

- All vacation leave is cancelled. Employees who obtain approval to remain off will be on leave without pay.
- If requested, specific leave required under the *Canada Labour Code* will be approved as applicable. These include the following:
 - bereavement leave; personal days and personal days no carry over (CLC medical leave); leave for victims of family violence; leave for court or jury duty; personal leave; leave for traditional Indigenous practices.
- All Union Leave will be unpaid. Local Joint Health and Safety Committee (LJHSC) activities will continue to be paid as required.
- All other new or pre-approved requests for paid or unpaid leave will be subject to management approval and be without pay.

PENSION

- Considering any period of time employees are not working due to a labour disruption as non-pensionable time.

BENEFITS

- Discontinuing the following benefits:
 - Extended Health Care Plan, including prescription drug coverage;
 - Dental Care;
 - Vision and Hearing;
 - Disability Insurance claims with a date of disability on or after the effective date of these terms and conditions; and
 - Adoption and maternity allowance.



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SHORT-TERM DISABILITY PROGRAM (STDP)

- Stopping the payment of STDP claims with a date of disability prior to the effective date of these terms and conditions.
- Not accepting STDP claims with a date of disability on or after the effective date of these terms and conditions.

INJURY ON DUTY

- Having all new, pending and approved Injury on Duty (IOD) claims paid directly by the applicable workers' compensation boards in accordance with their respective legislation.

UNION DUES

- Not collecting union dues and union insurance deductions.
- Ceasing all payments to various union funds.