

RSMC

DURATION

Duration of collective agreement

The duration of the collective agreement shall be for a period of 48 months, commencing on January 1, 2018 and expiring on December 31, 2021. (See Clause 34.01 at Tab 1).

WAGES

The Corporation is prepared to increase activity values in Appendix "A" by: *1.5 per cent each and every year of the four-year collective agreement.* (Appendix "A" tables to be updated).

BENEFITS

Dental plan

The Corporation proposes to eliminate the six-month waiting period for dental benefits effective on the date of signing. The dental fee schedule will be updated every year with a one-year lag in each year of the collective agreement. (See 22.03 at Tab 2).

Extended Health Care Plan (EHCP)

The Corporation proposes to maintain the current level of benefits under the Extended Health Care Plan (EHCP), with the exception of the following changes: (See Side Letters and authorization form at Tab 3).

- Physiotherapy: continued unlimited coverage with medical assessment required for access to benefits in excess of \$5,000 per year.
- Fertility drugs: inclusion of additional fertility drugs on the drug formulary.

OPERATIONS AND DELIVERY

Working Committee on Work Content

Because the Route Management System (RMS) is not an accurate method of determining work content, the Corporation proposes to work with the Union to better understand RSMC work content and identify alternative ways to define workloads. (See Appendix New 1 at Tab 4).

Restructures

The Corporation agrees to provide the Union with greater notification regarding restructures: twelve (12) months. In addition, the Corporation agrees to share a copy of current and proposed routes prior to implementing a restructure, and again once they

have been built. Any change in plan will be shared with the Union no less than 10 days before a restructure begins. (See Clause 11.04 at Tab 5).

The Corporation proposes that restructures be amended to increase the ability to adjust routes. (See Clause 11.03 at Tab 6).

The Corporation agrees to simplify the bidding rules after a restructure. (See Clause 11.06 at Tab 7).

Peak solutions

The Corporation proposes that employees performing exclusively delivery of parcels during weekdays or weekends will receive \$2.00 for each stop to the door or mail receptacle, payment for each kilometre driven and the appropriate vehicle expense payment. (See Appendix “A” (only paragraph New 1 provided), “E” and “F1” at Tab 8).

HEALTH AND SAFETY

Slip-resistant footwear

The Corporation and Union will promote slip-resistant footwear (snowflake-rated boots) to employees; the Corporation may also offer incentives to encourage employees to purchase such footwear. Employee participation would be voluntary. (See Side Letter at Tab 9).

OTHER

Pension

The Defined Benefit Pension Plan plays a key role in the financial self-sustainability of Canada Post and there is a need to align it with today’s financial reality. The Corporation is committed to working with the Union to find medium- and long-term solutions to the Pension Plan solvency issue to help keep the plan healthy. The Corporation proposes that the parties meet regularly over the life of the collective agreement to validate issues and identify potential solutions to address risks associated with the Plan. (See Side Letter at Tab 10).

Recall rights

The Corporation proposes that the period during which an employee may exercise recall rights under the collective agreement be doubled – to twenty-four (24) months. (See Clause 23.01 at Tab 11).

Union Education Fund

To solve the national grievance on this issue, the Corporation proposes to pay into the Union Education Fund fifty dollars (\$50.00) per route holder and permanent relief employee. (See MOA and Appendix “D” at Tab 12)

Uniforms

The Corporation proposes that skorts and jacket liners be added to the garments list available to order through an employee’s uniform points. (See Clause 25.02 at Tab 13).

Permanent Relief Employees

The Corporation proposes to increase the number of offices where the Corporation is obligated to use Permanent Relief Employees by lowering the number of RSMC routes required to thirteen (13) from fourteen (14). (See Appendix “F” at Tab 14).

SIGNED TEXT

The following list outlines all of the contractual texts that have been agreed to between the parties (See Clause 25.01 and Clause 26.01 at Tab 15):

- The number of uniform points that may be carried over each year; and,
- Deleting transition language relating to new employee training.

HOUSEKEEPING

Text Amendments

Unless otherwise specified, language for the following can be found at Tab 16).

- 5.01 – legislated change to include protected ground (new);
- 17.01 – remove reference to transition language;
- 17.03 – remove reference to transition language;
- 18.01 – legislated changes to maternity leave (new);
- 18.04 – legislated changes to parental leave (new);
- 22.04 – remove reference to transition language;
- 33.01 – remove reference to transition language;
- 36.02 – delete transition language;
- 36.04 – delete transition language;
- 36.05 – delete transition language;
- Appendix “A” – remove reference to transition language; (new, only paragraph 4 provided)
- Appendix “E” – delete transition language and add language from Letter 4; (new, at Tab 8)
- Appendix “F” – remove reference to transition language; (new, at Tab 13)
- Appendix “H” – delete transition language;

- Appendix “J” – remove reference to transition language;
- Letter 2 – delete transition language; and, (new)
- Letter 4 – relocate language to Appendix “E”. (new)

The terms of this global offer, which includes all provisions of the collective agreement that expired on December 31, 2017, except those provisions which are expressly referred to herein, form an all-inclusive without prejudice offer to enter into a collective agreement. While the foregoing summary generally describes the global offer, it is the enclosed contractual text which, when finalized and accepted, shall form the sole basis of an agreement between the parties. The Corporation reserves its right to amend or withdraw this global offer, in whole or in part, at any time prior to its acceptance.