

## **RSMC**

As you know, bargaining has been under way since the beginning of this year to arrive at a new RSMC collective agreement. This process has been long, and has created uncertainty for our employees, your members. We believe that the offer that we present to you today is fair and reasonable and addresses concerns. We also believe that it includes areas of key importance to both parties, where we can work closely together.

We present this offer to you to bring negotiations to a close. We hope that you take the time to read through the full details of this offer.

### **Duration**

The duration of the collective agreement shall be for 48 months, commencing on January 1, 2018, and expiring on December 31, 2021 (as per contractual text provided).

### **Wages**

The Corporation maintains its offer on activity values' increase. The increases would be 1.5 per cent for each and every year of the four year collective agreement. The increase will be retroactive to January 1, 2018.

## **A. NEW PROPOSALS**

### **Job security**

The Corporation agrees to provide eligible route holders with job security. This protection is new for the RSMC group. This will provide surplus employees with pay continuance and priority to vacancies within 75 kilometres. If no vacancies within 75 kilometres exist, surplus employees are eligible for vacancies within the province and the corporate relocation policy will apply. This protection will remain for a length of time based on reassignment opportunities. (see clause 11.06, 37new1, 37new2, 37new3, 37new4 at TAB 1)

### **Pay protection**

The Corporation is proposing to guarantee pay for a period of 3 months after a restructure where the employee has experienced a reduction in activity component pay. (see Side Letter at TAB 2)

### **Uniforms**

The Corporation proposes to provide eligible RSMCs the same uniform as letter carriers. (see Appendix "New2" and Appendix "E" at TAB 3)

### **Restructure information sharing**

The Corporation is offering a comprehensive package to the Union for restructure information. (see MOA and clause 11.04 at TAB 4)

## **B. AGREE WITH UNION'S DEMANDS (GLOBAL OFFER SEPTEMBER 14<sup>TH</sup>)**

### **Leave of absence due to illness or injury**

The Corporation agrees with the Union's demand regarding a leave of absence without pay for up to five (5) years due to illness or injury. (see clause 17.01 at TAB 5)

## **C. ADJUSTED / WITHDRAWN PROPOSALS**

### **Peak solutions**

To address overburdening of employees during our busy peak periods and to ensure pay is provided for work performed, the Corporation proposes that employees exclusively delivering 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 at TAB 6)]

### **Benefits – Physiotherapy**

The Corporation agrees with the Union's revision of September 14, 2018. Physiotherapy continues with unlimited coverage for active employees, their dependents and retirees. Medical documentation, in the form of a prescription, will be required once physiotherapy benefits exceed \$5,000/person/year.

### **Restructure definition**

We heard the Union's concerns related to amending the definition of a "restructure" and the Corporation agrees to withdraw its proposal.

### **Permanent Relief Employees (PREs)**

In order to address employee concerns around the availability of replacements when they need to be away from their route, the Corporation proposes to increase the number of offices where the Corporation is obligated to hire Permanent Relief Employees by lowering the threshold number of RSMC routes required in each office to twelve (12) from fourteen (14). (see Appendix "F" at TAB 7)

### **Recall rights**

With the Corporation's proposal on job security, the Corporation is withdrawing its proposal regarding recall rights.

### **Housekeeping (clause 17.01)**

The Corporation agrees with the Union's changes to clause 17.01, and, as a result, withdraws its housekeeping change to this clause. (see clause 17.01 at TAB 5)

## **D. PROPOSALS MAINTAINED**

### **Work content study**

The Corporation commits to determine RSMC workload and we offer to work with CUPW to determine and define work content. This is a necessary step to maintain pay equity and one required to discuss a different compensation model. (as per contractual text provided)

### **Restructures**

In response to the Union's request, the Corporation will provide greater notification of restructures through an annual schedule, and 10 days' notice in the event of a change. (as per contractual text provided; see clause 11.04 at TAB 4)

In response to the Union's request, the Corporation proposes to simplify the bidding rules after a restructure. The intent of this language is to allow for more full bids within the defined restructure to provide greater opportunities for employees to exercise their seniority in selecting their routes. (as per contractual text provided; see clause 11.06 at TAB 1)

### **Pension**

The Corporation recognizes the importance of security of retirement income for employees and proposes to maintain the current pension plan for employees. However, in order to address medium and long-term challenges with our Defined Benefit Pension Plan, the Corporation proposes that the parties meet regularly over the life of the collective agreement to jointly validate issues and identify potential solutions to address risks associated with the Plan. (as per contractual text provided)

### **Health and Safety – slip-resistant footwear**

Employees' safety is important to us, the Corporation proposes the same offer regarding the promotion of slip-resistant footwear that was signed in CUPW Urban. (as per contractual text provided)

### **Union Education Fund**

To resolve 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. (as per contractual text provided)

## **E. LANGUAGE AGREED TO BY THE PARTIES**

- a) Number of uniform points that may be carried over each year – clause 25.01 (signed)
- b) Training for new employees – clause 26.01 (signed)
- c) Dental fee guide and elimination of 6-month waiting period – clause 22.03
- d) Fertility drugs – Side Letter

## **F. HOUSEKEEPING**

As per contractual text provided:

- 5.01 – legislated change to include protected ground;
- 17.03 – remove reference to transition language;
- 18.01 – legislated changes to maternity leave;
- 18.04 – legislated changes to parental leave;
- 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;
- Appendix “E” – delete transition language and add language from Letter 4 (see TAB 3);
- Appendix “F” – remove reference to transition language (see TAB 7);
- Appendix “H” – delete transition language;
- Appendix “J” – remove reference to transition language;
- Letter 2 – delete transition language; and,
- Letter 4 – relocate language to Appendix “E”.

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 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.