



November 12, 2024

Terms and conditions of employment – CUPW-RSMC

## New terms and conditions of employment

Following the end of a notice period initiated by Canada Post, the current collective agreements will no longer apply. The Corporation will then be in a legal position to introduce new terms and conditions of employment for **ALL** CUPW-represented employees of the RSMC (Rural and Suburban Mail Carriers) bargaining unit. This means Canada Post can:

---

### STAFFING

- Adjust staffing levels, including through layoffs and reductions in the number of on-call employees.

---

### PAY

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

---

### VACATION AND OTHER LEAVE

- Cancel all vacation leave. Employees who obtain approval to remain off would be on leave without pay.
- Require management approval for all new or pre-approved requests for paid or unpaid leave not required by the *Canada Labour Code*. If approved, non-legislated leave would be without pay.

---

### PENSION

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

---

### BENEFITS

- Discontinue all benefits, including:
  - 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.



November 12, 2024

Terms and conditions of employment – CUPW-RSMC

---

### **SHORT-TERM DISABILITY PROGRAM (STDP)**

- Stop paying STDP claims with a date of disability prior to the effective date of these terms and conditions.
- Not accept STDP claims with a date of disability on or after the effective date of these terms and conditions.

---

### **INJURY ON DUTY**

- Have 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 collect union dues and union insurance deductions.
- Cease all union fund payments.