

March 2017

Opening proposals and how they would affect you

Your Wages

- We are prepared to offer wage increases, but have not yet discussed this at the negotiating table.
- We have proposed moving full-time PSAC-represented employees to a pay-in-arrears system. With pay in arrears, there are fewer overpayments and fewer adjustments to an employee's pay because employees are paid for time that has already been worked. A one-time advance would be provided to bridge the transition to pay in arrears, to ensure there would be no interruption in pay.

Increased

Your Benefits

- We propose to increase the following benefits:
 - Out-of-country coverage **increases** to a maximum of \$250,000.
 - Hearing aid coverage **increases** up to 80 per cent of \$1,000 every five years.
 - Major dental services coverage **increases** up to \$2,000 per person per calendar year.
 - Reimbursement levels under the Dental Fee Guide **increase** in every year of the agreement based on a one-year lag.

Improved

Post-retirement Health Care Benefits

- The current level of contributions under the Extended Health Care Plan (the Corporation contributes 65 per cent, employees 35 per cent) would remain unchanged for eligible employees who retire within the three months following the signing of the new collective agreement. In order to address rising benefit plan costs, for employees who retire on or after that date, the Corporation would contribute 50 per cent and the employee would contribute 50 per cent of the annual premium.

New retirees
would pay
50 per cent
of premium

Personal Days

- We propose to allow employees to request **a payout of all eligible unused Personal Days** to a maximum of seven each year, rather than the current payout of five. As well, the calendar year for the allocation and payout of Personal Days would change from a "January 1 to December 31" calendar to a "July 1 to June 30" calendar.

Payout increased

Job Security

- **The requirements for attaining job security under Article 28 would remain unchanged.**

Change to surplus process

However, we have proposed language that addresses how long an employee can hold a surplus status by providing employees with three options when their position is to be declared surplus:

- **A transition support payment**, or lump sum cash payment, based on the employee's years of service, provided the employee resigns.
- **A surplus status** that gives an affected employee priority for appointments or assignments. The status would last up to two years, with the opportunity to relocate if desired. The status would also include provisions that encourage the employee to accept positions they are qualified for. At the end of the two-year surplus period, the employee would have to accept an available opportunity (if one exists and the employee is qualified for it) at a new classification and salary, or be laid off.
- **An educational allowance and transition support payment**, i.e., a lump sum cash payment based on the employee's years of service, and an allowance of up to \$10,000 for receipted educational expenses. Under this option, the employee may resign immediately or in two years following a leave without pay. The two-year leave without pay allows the employee to continue to have access to self-funded benefits while attending school.

Duration and Final Offer Selection

Threat
of work
disruption
removed

- We are seeking a four-year collective agreement.
- We have proposed to adopt a final offer selection provision to resolve impasses at the bargaining table. Under this dispute resolution method, each party presents final proposals and the relevant supporting evidence. The arbitrator chooses one proposal in its entirety but has no latitude to blend elements from both proposals. It provides stability and certainty for our customers and employees.

Committed to Negotiating

- We are fully committed to negotiating a new collective agreement that is fair for employees, while meeting our business challenges and the needs of our customers. To do this in a timely manner, we are available to meet at any time.
- The collective agreement expired on August 31, 2016 but will continue to apply as per the terms of the *Canada Labour Code*.
- We will continue to keep you informed of key developments through your team leaders and head office communications. Updates are also posted on the Negotiations Hub on Intrapost, where you can find previous communications and leave comments.