

February 4, 2010

RSMCs MUST RECEIVE FAIR PAY FOR THEIR WORK

CURRENT SITUATION

RSMCs deliver postal items to the Points of Call (POCs) on their route. They do so based on a pre-established line of travel and kilometres. Personal contact items (PCIs) have to be delivered to POCs within 0.5 kilometres from the line of travel. A payment of \$1.00 per stop is paid for PCIs. When the weight and size dimensions force RSMCs to make more than one trip between their vehicle and the point of call, they are entitled to \$1.00 for each trip to the same stop. There is also a payment of \$1.00 per lock change.

NEW REQUIREMENTS

Canada Post is now forcing RSMCs to deliver some PCIs beyond the 0.5 km from the line of travel. The process has also changed for lock changes. The RSMC is now required to deliver a Delivery Notification Card (DNC) to the customer's home after they have changed the lock. As well, for reasons beyond their control, RSMCs sometimes have to make detours (road closures, winter conditions, construction zones, etc.).

CANADA POST REFUSES TO PAY

Canada Post has informed the Union that it will only pay RSMCs 44 cents per kilometre (Appendix "A") for each kilometre travelled beyond the first 0.5 kilometre. In addition, it is refusing to pay RSMCs for the additional time required for this workload.

Canada Post is also refusing to recognize that the delivery of a DNC is a PCI and that the RSMC is entitled to the \$1.00 payment as well as the time to travel to complete this workload.

RMS AND COLLECTIVE AGREEMENT

The Route Management System (RMS) allocates time values to perform this work, which enables us to determine fair compensation.

In terms of the distance travelled, RSMC routes are structured as follows: the RMS allocates 1.20 minute or 72 seconds for each daily kilometre travelled, as well as 0.24 minute or 14 seconds per stop.

In addition to the time values mentioned, the collective agreement provides for additional payment for the vehicle of 44 cents per additional kilometre travelled.

CUPW is Protecting Your Rights

The Union believes that RSMCs must be paid for their work, including delivery time. As such, it has filed a national grievance (N00-08-R0012) to challenge the implementation of Canada Post's new directive.

We've provided CUPW locals and regional offices with the tools needed to calculate the hourly rate and the amounts that should be claimed at the regular rate and at time and a half (if you work more than 8 hours/RMS).

To ensure you receive proper compensation, we recommend that you gather information on a daily basis. Ask your union representative to assist you in filing an individual grievance every two weeks. In addition to the comments made by the employer when refusing payment, you should include, for each delivery, the type of mail, the delivery date, the distance travelled and the address. Only claim the work that you yourself have performed.

In solidarity,



Philippe Arbour
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Note: This document was prepared and written in consultation with the CUPW Transition Committee members: Francis B nard, Jacqueline Wilkinson & Chris Pleasants.