



December 8, 2017

PAY EQUITY: NEGOTIATIONS BREAK DOWN ON DAY 1 OF MEDIATION

As mentioned in our previous bulletin, we had hoped that Arbitrator Flynn would be able to help the employer clarify its position. However, we quickly realized that our hopes were not shared.

Both parties are sticking to their position and have therefore reached an impasse. The final decision will therefore be up to Arbitrator Flynn, as part of the arbitration process outlined in the memorandum of understanding on pay equity.

We continue to believe in our methodology

Our position is simple, logical and based on the collective agreement. RSMC wages are based on time values set out in the Route Management System (RMS). Routes are built using RMS values and the resulting pay is established based on activity values outlined in the collective agreement.

Although the time value assigned to each route can vary depending on the activity values, the pay will be proportionate to the assigned time. **RSMCs in the same zone receive an identical base salary for an identical number of hours.**

This is the equivalent of an hourly rate and, accordingly, the best way to assess the wage gap between RSMCs and the male-dominate groups.

The employer has totally rejected our methodology, arguing that the RMS does not reflect time worked.

Yet the employer uses the RMS to create routes, pay employees, calculate pension benefits, and record hours for employment insurance purposes.

Canada Post insists on using its methodology, which shows no wage gap. This method is pure fabrication, based only on routes with 75% of their points of call serviced by CMBs.

We totally reject this method because it does not take into account much of the RSMCs' work.

Our efforts will now focus on preparing for arbitration. We will continue working hard collecting evidence for the arbitration hearings. This is no easy task, but we are working closely with each department at National Office to ensure we are successful.

In Solidarity!

Members of the Pay Equity Committee,

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