

cupw•sttp 2017-2018

Negotiations

Urban Postal and RSMC

September 14, 2018

Bulletin # 035

RSMC GLOBAL OFFER!

On Friday, September 14, 2018 we responded to Canada Post's September 7th global offer by presenting them with a global offer that addresses our needs and our demands. We are determined to achieve significant improvements in the RSMC collective agreement and equality for RSMCs.

Our Proposal

- Wage increase of 3.5% for each year of the collective agreement starting January 1, 2018 including protection against inflation (COLA).
- An hourly rate of pay equivalent to the letter carrier rate of pay including a premium for permanent relief employees (PRE).
- Minimum guaranteed hours and pay for all hours worked, including overtime.
- On-Call Relief Employees will progress through the wage charts based on continuous service.
- Entitlement to post-retirement benefit plans with eligibility based on continuous service.
- Canada Post to be responsible for covering all absences.
- A new route measurement system (RMS) that provides time for RSMC activities and includes full access to all information required to verify routes.
- Personal Contact Items (PCI) and lock changes converted to pensionable time.
- Canada Post to provide appropriate vehicles to RSMCs.
- Job security for all regular employees (route holders and PRE).
- No contracting out and protection of RSMC delivery areas.
- Pay for injury on duty to be at 100% and paid by Canada Post.
- Improvements to the Short Term Disability Plan (STDP) including a better appeal process and increased pay.
- Limits on unwanted overtime.
- Protection for victims of domestic violence and the inclusion of Social Stewards in our collective agreement.
- A joint environmental committee to take concrete steps to reduce Canada Post's environmental footprint.
- Proposals to expand services to the public, including; financial services, expansion of postal services in Indigenous communities and broadband internet services.

There are many other demands included in our global offer. These are just some of the issues.

Stand Up and Fight For What You Deserve! – EQUALITY!

In Solidarity,



Nancy Beauchamp
Chief Negotiator, RSMC unit



Sylvain Lapointe
Chief Negotiator, urban unit

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Canadian Union of Postal Workers • The Struggle Continues

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