



**Flexibility to fight
for our future**

**2023-2025 CUPW Negotiations
Canada Post Global Offer – RSMC Bargaining Unit**

Canada Post
May 21, 2025



Introduction

Following more than eighteen months of negotiations, conciliation and mediation, Canada Post presents this global offer in a final effort to secure a negotiated agreement – one that responds realistically and responsibly to the profound challenges we face, while preserving Canada Post as a vital national public institution.

It is no secret that Canada Post is facing an existential crisis. Without immediate, thoughtful, measured and structural change, our fiscal deterioration – which has only been compounded by the recent labour disruption and ongoing uncertainty of securing a new collective agreement – will only accelerate. Over the past six years, Canada Post has incurred over \$3 billion in losses, and absent a loan from the Government of Canada, we would not have been able to meet critical financial obligations in 2025, including payroll and \$500 million in maturing bonds. This is not a manufactured crisis. It is the culmination of longstanding and well-documented financial pressures stemming from a fundamental shift in customer behaviour.

Our traditional model – where lower-cost urban and suburban mail subsidized higher cost rural and remote delivery – has collapsed. Lettermail, once our core business, has declined precipitously due to electronic substitution. Direct marketing mail is also shrinking as advertisers shift to digital channels. Parcel volumes continue to grow, but we are losing market share to nimbler private sector competitors in an open, deregulated market. The recent labour disruption has only accelerated this erosion, with customers shifting their business elsewhere.

Despite the Union characterizing these financial realities as exaggerated or opportunistic, the facts are indisputable. Canada Post's financial distress has been a matter of public record for years and the subject of numerous independent studies. This crisis cannot be ignored or wished away. What is needed now is hard-headed, practical thinking.

We have carefully considered the Union's proposals to grow the business. While we remain committed to exploring opportunities collaboratively under Appendix T, there needs to be consideration for the feasibility and duplication of services already available in saturated markets. Instead, the proposals we have tabled are reasonable, targeted, and essential to our ability to remain competitive in a rapidly changing market. They are not complex; they are necessary. Furthermore, they are reinforced by the recent recommendations outlined in the *Report of the Industrial Inquiry Commission (IIC Report)*. It carves a path forward that includes necessary structural reform, flexible staffing models, and modernized operations to meet the needs of today's e-commerce driven environment, without gigifying jobs or compromising the health and safety of our employees.

Key elements of this offer include:





- **No rollbacks for current employees**, underscoring our commitment to preserving the hard-earned gains of our workforce.
- **Transitioning all employees to an hourly rate of pay system** that ensures employees are compensated for all hours worked, with provisions for overtime on a daily basis, as required.
- **Strengthening job security** for all current regular employees as of the date of signing of the collective agreement.
- **Providing much-needed flexibility to our operations**, enabling us to sustainably deliver seven days per week and better adapt to rapidly evolving customer behaviours.

This global offer is not just a response to a crisis – it is a blueprint for renewal. It represents a balanced, sustainable, and forward-looking solution that respects employees while addressing the urgent need for structural change. We urge CUPW to embrace a collaborative approach and to give this offer serious and immediate consideration.

Over the course of negotiations, the parties have achieved tentative agreement on most items that would form a new collective agreement. Consistent with the IIC Report's recommendations, this global offer has therefore been structured in a way that incorporates and reflects these tentative agreements reached during Commission-facilitated mediation. Accordingly, this offer is separated into two sections: 'Part A – Outstanding Items' and 'Part B – Agreed-to Items.'

Part A – Outstanding Items

1. Compensation

Wages

Canada Post is committed to being an employer of choice and recognizes the importance of wages to its employees. In line with this commitment, Canada Post proposes the following activity values and variable activity increases:

- Year One: 6.0% (inclusive of December 17, 2024, CIRB order 1603-NB)
- Year Two: 3.0%
- Year Three: 2.0%
- Year Four: 2.0%

Wage increases will be retroactive to January 1, 2024.

We are also proposing to increase the per-piece parcel amount provided for in paragraph 10 of Appendix "A" from \$2 to \$2.25.





See Appendix “A” at Tab 1.

Wage increases will apply to hourly rates of pay once employees transition to the hourly rate of pay and new workload measurement systems.

Cost of Living Allowance (COLA)

To counteract the effects of unforeseen inflation, Canada Post proposes to renew the COLA provisions by updating the dates therein and the adjustment factor to 13.59%. With Canada Post’s proposal, COLA payments may occur on a quarterly basis when inflation is greater than the adjustment factor (see clause 33.06 at Tab 1).

2. Benefits

Short-Term Disability Program (STDP)

In response to CUPW’s demand, Canada Post proposes to amend and enhance the STDP design to improve income security and support employees during periods of illness, injury or hospitalization. Under this proposal, employees approved for short-term disability benefits will receive a minimum of 80% of their regular wages for up to 30 weeks.

Canada Post’s STDP proposal has the following key features:

- **Benefit period:** Employees approved for STDP benefits may receive income protection for up to a maximum of 30 weeks.
- **Qualifying period:**
 - A one-week qualifying period applies, during which employees must use any remaining personal days. If they have exhausted their personal days, employees may elect to use available top-up credits, provided the employee is approved for STDP.
 - No qualifying period will apply for non-work-related injuries or hospitalization.
- **El sickness benefits coordination:**
 - Employees must apply for Employment Insurance (EI) benefits to receive their maximum entitlement.
 - For up to 26 weeks, Canada Post will top up the difference between EI benefits and 80% of regular wages – provided the employee is also approved for STDP.
 - During this period, employees may use available top-up credits to augment their approved STDP benefits to 95% of their regular wages.
- **Post-EI sickness benefits period:**
 - Once EI benefits end, employees approved for continued STDP benefits will receive 80% of their regular wages for the remaining duration of the 30-week period (inclusive of the qualifying period).





- During this period, employees may use available top-up credits to augment their approved STDP benefits up to 100% of their regular wages.
- **Top-up Credits**
 - Employees may elect to use any available personal days, compensatory time or vacation leave as top-up credits once existing credits have been exhausted.
- **Overpayment and repayment:**
 - Canada Post will recover any overpayments related to STDP or EI claims as follows:
 - *General STDP overpayments:* recovered or reconciled at 10% of the employee's pay per pay period until repaid in full.
 - *EI denial or late application:* Recovered at 10% of the employee's pay per pay period until repaid in full.
 - *EI benefit approval reconciliation:* Recovered in full from the employee's pay.
 - *Denied STDP appeal:* Employees can choose to repay at 10% of their pay or with any available compensatory time and/or unused Personal Days, until repaid in full.
 - *End of employment:* Any overpayment still outstanding is recovered in full from the employee's final pay.
- **Implementation and timeline:**
 - The proposed STDP enhancements are subject to regulatory approval of the Corporation's Supplemental Unemployment Benefit (SUB) plan.
 - These enhancements will take effect at a later date during the life of the collective agreement. Canada Post commits to provide at least six (6) months' notice prior to implementation.

See Article 36 at Tab 2.

Personal Days

To complement the STDP enhancements, Canada Post also proposes to include the current six (6) non-carryover personal days into the collective agreement, increasing the total to thirteen (13) personal days. Employees will be permitted to:

- Continue to have up to seven (7) personal days paid out every year.
- Continue to have up to five (5) personal days carried over every year.

The above proposal is conditional on the resolution of the following National Policy Grievance:

- N00-22-R00006

See Article 36 at Tab 2.

See Memorandum of Agreement Re: Resolution of Grievances at Tab 15.





Compensatory Time

The parties have previously agreed to include in the collective agreement, the option to convert overtime to compensatory time off. Canada Post, however, is proposing to increase the number of days that may be carried over from what was previously agreed. Accordingly, employees will also have the option to carry over to the next leave year up to a maximum of ten (10) days of compensatory time (see clause 13.NEW at Tab 2).

3. Changes for Future Employees

Benefit Eligibility for New Hires

Canada Post remains committed to providing desirable, fair and safe employment coast-to-coast-to-coast. We recognize the vital role pension and benefits play in the well-being of our employees. At the same time, this must be balanced with the Corporation's long-term financial sustainability.

To maintain the current level of pension and benefits for existing employees, Canada Post proposes that individuals hired on or after [the date of signing of the new collective agreement] must complete six (6) consecutive months of regular employment before being enrolled in the Defined Benefit component of the Pension Plan (subject to the terms and conditions of the plan) and becoming eligible for other benefits (see clause 22.new at Tab 3).

This proposal does not affect current on call relief employees who transition to regular status in the future. They will receive the same benefits and entitlements as existing regular employees. The proposed change applies only to individuals who are not currently employed by the Corporation.

Part B – Agreed-to Items

1. Duration of the Collective Agreement

Align the expiry dates of the Urban and RSMC collective agreements. Accordingly, the duration of the collective agreement shall be for a period of forty-nine (49) months, commencing on January 1, 2024, and expiring on January 31, 2028 (see clause 34.01 at Tab 4).

2. Job Security

To support the implementation of the new RSMC Workload Measurement System and transition employees to an hourly rate of pay while minimizing the impact to individual employees, the parties have agreed to a memorandum of agreement providing all regular employees who are employed with the Corporation as of the date of signing of the collective





agreement with job security pursuant to the provisions provided for in Article 23 (Job Security). For greater clarity, all current regular employees will benefit from the job security provisions regardless of their continuous employment date.

Additionally, Canada Post agrees to amend clause 23.03 and reduce the radius for relocating surplus employees from 75 kilometers to 60 kilometers.

Canada Post further agrees to amend the provisions of clause 23.14 to extend the maximum duration a laid-off employee can remain on a recall list from twelve (12) months to twenty-four (24) months. Reference to the Supplemental Benefits Plan for employees on a recall list shall also be reflected in the collective agreement.

See MOA Re: Implementation of New Workload Measurement and Hourly Rate of Pay Systems – People Plan, clause 23.03, and clause 23.14 at Tab 5).

3. Compensation

Knowledge Sort and Civic Addressing Variable Allowance

Wage increases to the variable activity allowances agreed-to pursuant to this round of bargaining will not apply to the allowance provided for in paragraph 5 (Knowledge Sort and Civic Addressing Allowance) under Appendix “A” (Actual Wage Calculations) of the collective agreement applicable under the hourly rate of pay/ new RSMC work measurement system (see Side Letter Re: Knowledge and Civic Addressing Allowance at Tab 6).

Wage Progression

Amend the current five-step wage progression to a seven-step wage progression. Existing employees who are not already at the maximum wage progression level will be bumped up to the closest corresponding wage level on the seven-step grid. Likewise, current on call relief employees compensated at 85% of the maximum wage rate shall move to the closest corresponding wage level on the seven-step grid, while not going below 85%. Like today, they shall remain at that level. For greater clarity, no current employees will suffer a decrease in pay as a result of the transition to a seven-step wage grid.

Employees hired on or after the date of signing of the new collective agreement will start at the minimum percentage level or hourly rate, as applicable, and progress through the seven (7) levels accordingly.

Additionally, on call relief employees hired on or after the date of signing of the collective agreement will remain at the minimum level of the seven-step wage progression grid.

The first step in the seven-step wage grid will be 80% of the maximum wage.

See Side Letter Re: Wage Progression Transition at Tab 6.





Recovery of Overpayments related to Personal Contact Items

No recovery of overpayments in relation to the annualized total of Personal Contact Items delivered (see Side Letter Re: No retroactive recovery of overpayments in relation to the annualized total of Personal Contact Items (PCIs) delivered at Tab 6).

Retroactivity of Canada Revenue Agency (CRA) Automobile Allowance Rates

Adjustments to the Canada Revenue Agency (CRA) automobile allowance rates will be retroactive to the effective date of rate change (see clause 33.01 at Tab 6).

4. Benefits

Pensionable Service for Route Holders with Schedules of at Least Twelve (12) Hours per Week

Amend the pension policy to reflect that all actual hours paid, excluding overtime, to route holders with schedules of at least twelve (12) hours per week, shall constitute pensionable service under the Defined Benefits plan (see Side Letter Re: Pensionable Service at Tab 7).

It is understood that any amendments made to the Pension Plan text must be approved by the Office of the Superintendent of Financial Institutions (OSFI).

Pensionable Service for Permanent Relief Employees (Permanent Flex Employees)

Amend the pension policy to reflect that all actual hours paid, excluding overtime, to Permanent Relief Employees (Permanent Flex Employees) shall constitute pensionable service under the Defined Benefits plan (see side letter – Pensionable Service at Tab 7).

Dental Fee Schedule

Update the dental fee schedule with a one-year lag time effective sixty (60) days after the signing of the collective agreement. There will be no retroactivity (see clause 22.03 at Tab 7).

5. Hourly Rate of Pay and RSMC Workload Measurement Systems

The parties have agreed on a new RSMC Workload Measurement System to structure RSMC routes, leveraging the same time value-based approach used in Urban letter carrier route design. Once an office has been restructured under the new RSMC Workload Measurement System and an employee obtains a route, permanent flex position or works as an on call relief employee in an office that has been restructured and/or implemented under the new workload measurement system, the employee shall transition to an hourly rate of pay. The parties have also agreed to a number of provisions and entitlements that shall form part of the hourly rate of pay system. Details are outlined below.





Contractual text as it relates to hourly rate of pay and new workload measurement systems shall also only apply once such employee has transitioned to the hourly pay system. Until such time, the existing corresponding provisions of the collective agreement for the current activity-based compensation model shall remain in effect.

Hourly Rate of Pay System

Route Structure

RSMC routes, insofar as practicable, will be built to maximize a forty (40) hour weekly schedule. Additionally, in offices with ten (10) or more RSMC routes, a formula has been established to determine the number of RSMC routes that will maintain a guaranteed schedule of forty (40) hours per week between restructures (see Letter [NEW] Criteria and Formula for Determining Route Structure at Tab 8).

Scheduling, Hours of Work and Overtime

All routes shall have fixed schedules with start and end times. In some cases, the scheduled hours of work may differ from one day of the work week to the next (variable work week). Any such schedules, however, shall not exceed nine (9) hours on a single day. Schedules of work shall also include meal and rest periods, as appropriate. When an employee works beyond their daily scheduled hours, they shall be compensated based on all daily hours worked above their schedule.

Employees with a 40-hour variable work week will receive overtime compensation for any hours worked beyond their daily scheduled hours. Employees on other schedules will be paid at the same overtime rate, but only for hours that exceed an eight (8)-hour workday. Work performed on the 6th and 7th day shall be compensated at double time the regular rate.

See clauses 13.new (Starting Time), 13.new (Rest and Meal Periods), 13.01, 13.03 and 13.04, Article NEW.01, and Article NEW.02 at Tab 8.

Various amendments to contractual text throughout the collective agreement have been made to reflect the new hourly pay compensation model (see clauses 19.04, 23.06, 23.07, 26.01 at Tab 8).

Workload Measurement System

While the parties have agreed on many elements of the new RSMC Workload Measurement System, some items remain unresolved. Identified items shall be subject to a joint validation process to determine final time values that accurately reflect the work that employees perform. Any time values that remain unresolved following the validation process shall be subject to an adjudication process administered by a jointly selected arbitrator.

All elements of the new RSMC Workload Measurement System are captured in the following reports (dated November 2024):





- RSMC Workload Measurement System (RSMCWMS) - Time Values Report
- RSMC Workload Measurement System (RSMCWMS) - Volume Report
- RSMC Workload Measurement System (RSMCWMS) - Application Rules Report
- Appendices for Time Values Report

To further support the implementation of hourly rate of pay and new workload measurement systems, the parties also agree to the following memorandum of agreements and side letters:

- Memorandum of Agreement on Proportioned Mail Sampling
- Memorandum of Agreement on Implementation of New RSMCWMS
- Side Letter on RSMCWMS – Access to Information During a Restructure

See contractual text at Tab 9).

Pay Protection

If, following the transition to new RSMC Work Measurement, an employee obtains a route that is of less value than the route they held prior to the transition, the employee will retain the value of the route they held prior to the transition for a period of twelve (12) months.

See Memorandum of Agreement Re: Implementation of New Work Measurement and Hourly Rate of Pay Systems - Pay Protection at Tab 9.

Route Verification

Introduce a route verification process similar to the one provided for under Article 50 of the Urban Postal Operations collective agreement. Route holders may request a route verification if their workload does not appear to be representative of the scheduled hours of the route. If, over a period of four (4) consecutive weeks, excluding the month of December, a route holder works five (5) percent above their structured workload, they may submit a request for a route verification.

This text will replace the process provided for in clause 13.02 (Adjustments and Interim Measures) and will only apply to employees who have transitioned to the workload measurement and hourly pay system.

See clause 13.02 and Article.NEW (Route Verification) at Tab 9.

Bidding following an Annual Assessment

Create a new clause in Article 33 to reflect that a bid shall take place if following the completion of all annual assessments in an office, any route is adjusted by +/- ten (10) percent (see clause 33.NEW at Tab 9).

Bidding When a Route as Been Moved to Another Postal Installation





Amend clause 11.06 to reflect a new bidding process when one or more routes is transferred to another postal installation pursuant to a restructure in two postal installations or more (see clause 11.06 at Tab 9).

Changes to Time Values

Include the processes set out in Appendix “V”(1) of the Urban Postal Operations collective agreement, that are applied to establish new time standards and/or modify existing time standards (see clause 13.02 and Appendix [NEW] at Tab 9).

The processes set out in the Memorandum of Agreement on Implementation of New RSMCWMS shall be used in the determination of final time values. The processes set out in Appendix “V”(1) may only be applied following the full and final implementation of the new RSMC workload measurement system.

Load-leveling of Work

Include contractual text that provides flexibility to manage the reallocation of collection and delivery activities under certain circumstances. This ensures flexibility within our operations and maximizes the use of scheduled hours, while also reducing reliance on overtime work.

The newly proposed contractual text is not intended to alter an employee’s route or daily scheduled hours, but rather to provide Canada Post with a means to create efficiency in its delivery operations when volumes are low and there is an opportunity to optimize scheduled hours, and to avoid unnecessary overtime (see clause 13.01 and see side letter - Load-Levelling of Work at Tab 9).

Although CUPW agreed to this item during the Commission-facilitated mediation in January and March 2025, it has since advised the Corporation that it has withdrawn its agreement. The Corporation still views this item as agreed-to.

Changes to the RSMC Work Measurement System Manual

Include in the processes set out in Appendix “CC” (Letter Carrier Route Measurement System (LCRMS) and Mail Service Courier Work Structuring System (MSCWSS) Manuals) of the Urban Postal Operations collective agreement, in relation to any proposed changes to the RSMC Work Measurement System Manual (see Appendix [NEW] at Tab 9).

It is understood that the processes set out in Appendix “CC”, with the necessary modifications, may only be applied following the full and final implementation of the new RSMC workload measurement system.

6. Staffing and Weekend Delivery

Permanent Flex Employees





To further streamline delivery operations, support seven-day delivery and respond to evolving customer demands and market needs, the position of “Permanent Relief Employee” (PRE) shall be replaced with “Permanent Flex Employee” (PFE). Like today, the primary function of this position is to provide coverage of vacation leaves as well as coverage of other absences. However, PFE assignments may also be created to perform parcel-only delivery or other unstructured work, including work on Saturdays and Sundays.

The minimum scheduled number of hours of PFE assignments shall be increased from twelve (12) hours to twenty (20) hours per week for all PFE assignments. Additional work can be assigned to a maximum of forty (40) hours per week (see Appendix “F” at Tab 10).

Additionally, all references to “permanent relief employee” have been amended to “permanent flex employee” (see clauses 12.01, 12.02, 12.03, 12.05, 12.06, 12.07, 12.08, 20.02, 23.02, 23.03, 23.06, 23.07, 23.09 at Tab 10).

Centralized Delivery Hubs

Permanent Flex Employees whose regular schedules of work include a Saturday and/ or Sunday may be assigned to a centralized delivery hub as a secondary work location to perform parcel delivery and/ or other collection and delivery activities (see Memorandum of Agreement Re: Centralized Delivery Hubs at Tab 10).

Coverage of Absences

Include two separate processes for coverage of uncovered routes:

- Absences of less than ten (10) working days shall be covered in the following order: PFEs, OCREs, Route-holders, by other means.
- Known absences of ten (10) working days or more shall be offered in the following order: Route holders, PFEs, OCREs.

In all cases, assignments shall be offered by seniority or ranking date (see Article [NEW – Coverage of Absences] at Tab 10).

Vacant Routes or Permanent Relief (Flex) Positions Filled by OCREs

Amend clause 12.04 to remove the restriction limiting the filling of vacant routes and positions to OCREs who work in installations that are located within a seventy-five (75) kilometre radius from the installation where the vacancy occurs (see clause 12.04 at Tab 10).

7. Vacation Leave Processes

New Vacation Leave Year

The vacation leave calendar shall be from April to March instead of from January to December. During the transition period of fifteen months, employees will not lose vacation entitlements





and fractional entitlements shall be rounded up to a full day of leave. Additionally, if an employee's anniversary date to receive an additional week of vacation falls within the transition period, their entitlement will be front-loaded to the beginning of the transition period (see clause 15.01 at Tab 5 and new Appendix – Vacation Leave Transition process at Tab 11).

Accumulation of Vacation Leave

Allow employees to carry over the unused portion of their vacation leave into the next vacation year. Carry-over beyond one vacation year shall be by mutual consent (see clause 15.new at Tab 11).

Accordingly, the following National Policy Grievance is considered resolved:

- R05-20-R0001

See Memorandum of Agreement Re: Resolution of Grievances at Tab 15.

Displacement of Vacation Leave

Include contractual text that allows for the displacement of vacation leave, under a number of circumstances. Include Quarantine Leave in the list of leaves where vacation leave may be displaced (see clause 15.new at Tab 11).

8. Leaves

Leave Without Pay

Include the following leaves in the collective agreement:

- Education Leave
- Leave by Request and Military Leave
- Leave without Pay for Relocation of Spouse
- Sabbatical Leave
- Leave without Pay for Long-Term Elder Care
- Compassionate Care Leave
- Leave without Pay for the Care and Nurturing of Pre-School Age Children

See Article [NEW] at Tab 12.

Leave for Traditional Indigenous Practices

Include in the collective agreement an entitlement to leave without pay for the purposes of engaging in traditional Indigenous practices (see clause 19.new at Tab 12).

Leave for Victims of Family Violence

Include in the collective agreement an entitlement to leave for victims of family violence (see clause 19.new at Tab 12).





9. Changes for OCREs

Vacation Pay

Increase vacation pay for OCREs to reflect legislative requirements (see Appendix “E” at Tab 13).

Designated Holiday Pay

Increase payment for designated holidays from 4.4% to 4.8% (see Appendix “E” at Tab 13).

Other Leaves Without Pay

Amend Appendix “E” to reflect that OCREs are entitled to maternity, parental, and adoption leave in conformity with the *Canada Labour Code* (see Appendix “E” at Tab 13).

OCRE Groupings

Amend Letter 4 to expand the radius for establishing OCRE groupings from 15 km to 30 km. The letter is also amended to reflect that OCRE groupings shall include offices that report to the same local area manager. Additionally, Canada Post proposes to remove the requirement that OCRE groupings can only occur in installations if all installations in said grouping include letter carrier depots (see Letter [NEW] On Call Relief Employee Groupings and Letter 4 at Tab 13).

10. Other

Collection and Delivery Operating Model

Include in the RSMC collective agreement, the processes set out in Appendix “AA” (Collection and Delivery Operating Model) of the Urban Postal Operations collective agreement (see Appendix NEW – Collective and Delivery Operating Model at Tab 14).

National Day for Truth and Reconciliation

Include the *National Day for Truth and Reconciliation* in the collective agreement (see clause 16.01 at Tab 14).

Designated Holiday – Easter Sunday

Amend ‘Easter Monday’ to ‘Easter Sunday’ (see clause 16.01 at Tab 14).

Pay Statements

Amend pay statements and Employee Self-Serve (ESS) as follows:

- Updated wage type for Damages
- Updated itemized statement of wages and deductions





See Side Letter Re: Pay Statements at Tab 14.

Corporate Sustainability – Printing of Collective Agreements

The parties have agreed to provide a limited number of printed copies of the collective agreement to employees as well as electronic access to all employees (see clause 6.03 and clause 31.02) at Tab 14.

Probation Period and Definition of “Qualified”

Amend the probation period from six (6) months to three (3) months for employees hired directly into a regular position and to four hundred and eighty (480) hours worked or twelve (12) months for on call relief employees.

Remove the requirement that on call relief employees must complete their probation period to be qualified to obtain a regular position.

See clause 12.09 and clause 29.02 at Tab 14.

Replacement of a Designated Holiday

Amend clause 16.02 to reflect a seven-day delivery model (see clause 16.02 at Tab 14).

Uniforms

Extend uniform entitlements to route holders with routes under twelve (12) hours per week and to on call relief employees who have completed their probationary period (see Appendix “P” and Article 25 at Tab 14).

Maternity Wear Allowance

Increase the maternity wear allowance to \$250 (see Appendix “P” and Article 25 at Tab 14).

12. Housekeeping

Contractual text is amended as follows:

- 9.13 – Update the list of arbitrators per Memorandum of Agreement
- 15.04 – Remove “effective from” date
- 17.01 – Remove “effective from” date
- 18.03 – Correct typographical error
- 18.06 – Correct typographical error
- 19.04 – Remove “effective from” date
- 19.05 – Remove “effective from” date
- 19.06 – Remove “effective from” date
- 19.07 – Remove “effective from” date
- 19.08 – Remove “effective from” date





- 19.09 – Remove “effective from” date
- 19.10 – Remove “effective from” date
- 35.13 – Remove “effective from” date
- Appendix “N” – Delete

See contractual text at Tab 16.

The terms of this proposal, which include all provisions of the collective agreement for the RSMC bargaining unit that expired on December 31, 2023, except those provisions which are expressly referred to herein, form an all-inclusive without prejudice offer to enter into a collective agreement. For greater clarity, any item advanced by the Union in its last offer that is not addressed herein shall be deemed to have been rejected by the Corporation.

This proposal must be considered in its entirety and cannot be evaluated or accepted in parts. While the foregoing summary generally describes the proposal, it is the contractual text which, when finalized and accepted, shall form the sole basis of an agreement between the parties. Canada Post reserves its right to amend or withdraw this proposal, in whole or in part, at any time prior to its acceptance.

