



New global offer for employees in the RSMC unit: Offer details



Higher wage increases	<ul style="list-style-type: none"> • We've increased our wage offer: 6.0% in year one; 3.0% in year two; 2.0% in year three; 2.0% in year four. <ul style="list-style-type: none"> ◦ This amounts to a compounded wage increase of 13.59% over 4 years. ◦ Wage increases are retroactive to January 1, 2024 (year one will account for the 5% wage increase already provided in December 2024).
Defined benefit pension	<ul style="list-style-type: none"> • Your defined benefit pension is safe and protected. • For employees with work schedules of 12 or more hours per week, all straight time hours will be counted as pensionable service.
Job security	<ul style="list-style-type: none"> • Your job security is maintained and enhanced. <ul style="list-style-type: none"> ◦ All regular employees will have access to full job security. ◦ We'll reduce the kilometre radius for the displacement of surplus employees. ◦ We'll increase the duration an employee can remain on the recall list if laid off.
Health benefits	<ul style="list-style-type: none"> • There are no changes to your health benefits plan. • The proposal for a change to your health benefits plan was taken off the table.
Post-retirement benefits	<ul style="list-style-type: none"> • There are no changes to employees' post-retirement benefits. • The proposal to change cost sharing for post-retirement benefits was taken off the table.
Vacation and pre-retirement leave	<ul style="list-style-type: none"> • Regular employees will continue to have up to 7 weeks of vacation and keep their pre-retirement leave entitlements.
Cost of living allowance (COLA)	<ul style="list-style-type: none"> • Your wages will be protected against the effects of unforeseen inflation. • The COLA trigger will be adjusted to 13.59%.
Short-term disability program (STDP)	<ul style="list-style-type: none"> • Leave under the STDP will be enhanced with improved income replacement. <ul style="list-style-type: none"> ◦ Employees approved for short-term disability benefits would receive a minimum of 80% of their regular wages for up to 30 weeks. ◦ Employees will be able to use top-up credits to 95% of their regular wages while receiving EI benefits, and up to 100% after their EI benefits end.
Personal days	<ul style="list-style-type: none"> • We'll build 13 multi-use personal days into the collective agreement (currently, the 6 added personal days are not locked in).

Compensatory time	<ul style="list-style-type: none"> • We'll introduce compensatory time off (can be used in lieu of overtime pay). • Up to 10 days of compensatory time off can be carried over into the following year.
Permanent Relief Employees (PREs)	<ul style="list-style-type: none"> • To help build more flexibility into our delivery model, PRE positions will become Permanent Flex Employees (PFEs). • We'll increase the minimum guaranteed hours for PFEs to 20 hours per week. • PFEs will continue to provide weekday route coverage, with some new schedules introduced for Saturday and Sunday deliveries. PFEs will continue to have at least 2 consecutive days off per week.
Weekend delivery	<ul style="list-style-type: none"> • We're streamlining our staffing model to support 7-day delivery. • Route holders will still work Monday to Friday. • We'll create a weekend Permanent Flex Employee (PFE) position, primarily to perform weekend parcel delivery.
Moving to an hourly rate of pay	<ul style="list-style-type: none"> • Employees will move to an hourly rate of pay after routes are restructured under the new RSMC work measurement system. • As much as we can, we'll build routes that maximize a 40-hour weekly schedule. • Schedules will include paid breaks and lunches (as applicable), and daily overtime as needed.
Wage progression	<ul style="list-style-type: none"> • All employees will move to a 7-step wage grid, with current employees moving to the next higher step. • Existing OCREs will remain at the minimum value of the 5-step wage grid.
CRA automobile allowance rates	<ul style="list-style-type: none"> • Adjustments to the Canada Revenue Agency automobile allowance rates will be retroactive to the effective date of the rate change.
Covering temporary absences	<ul style="list-style-type: none"> • We've proposed to establish a process to cover temporary absences. • Depending on the duration of the absence, employees will be given the opportunity to exercise their seniority to cover absences on routes of higher value.
PCI-related overpayments	<ul style="list-style-type: none"> • Canada Post will no longer recover overpayments related to the annualized total of personal contact items (PCIs).
Load leveling	<ul style="list-style-type: none"> • We recognize that employees value predictability and consistency in their work. We're committed to maintaining that predictability. • Load leveling will introduce more flexibility to manage workloads and increase efficiency in our delivery operations. Route holders will still have a route and a schedule.

On call relief employees (OCREs)	<ul style="list-style-type: none">• Current on call relief employees (OCREs) who become regular employees after the signing of the new collective agreement will be entitled to the same provisions as current regular employees.• These benefits include the defined benefit pension, health benefits, COLA, job security, 13 personal days, pre-retirement leave, and up to 7 weeks of vacation.• OCREs who complete their probationary period will be eligible for uniform entitlements.
Future employees	<ul style="list-style-type: none">• Future employees (hired after the signing of the collective agreements) will receive health and pension benefits after 6 months of regular employment.• They will receive the defined benefit pension and competitive wages on the same grid as other regular employees.

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