

✓ YOUR FUTURE. YOUR VOTE.

Understanding the offer: Your total compensation and benefits (RSMC)

Protecting what you value most

✓ Employees will receive wage increases each year.

You'll receive an increase to your activity values and variable activities of 6% in year one (including the 5% paid in December 2024), 3% in year two, and 2% in each of years three and four. This is a compounded total of 13.59% over four years. These increases will apply to hourly rates once implemented. The per-piece parcel payment will be increased from \$2.00 to \$2.25.

✓ All employees will receive a signing bonus.

RSMCs with six or more scheduled hours per day will receive \$1,000; all other employees, including OCREs, will receive \$500.

✓ Leave, pensions, post-retirement benefits, and health benefits won't change.

Vacation and pre-retirement leave entitlements and cost-sharing for post-retirement benefits will not change. Current regular employees will continue to have the defined benefit pension plan without changes. Current OCREs who become regular will have the defined benefit pension plan without changes. Your Extended Health Care Plan, including prescription drug coverage, dental, vision, and hearing benefits also won't change.

✓ COLA payments give greater income protection against inflation.

Cost-of-living allowance payments — triggered when inflation exceeds a set threshold — would start if cumulative inflation surpasses 7.16% between February 2025 and January 2028.

✓ Improved job security will provide more protection.

RSMC job security provisions are improving, and all current regular employees will have access to job security provisions. Additionally, the radius for a displaced employee will be reduced (from 75 to 60 kilometres) and the duration an employee can remain on the recall list will increase (from 12 to 24 months).

✓ Enhanced STDP coverage means stronger financial support when you need it most.

Short-term disability will increase from 70% to 80% of regular wages for up to 30 weeks. Top-up credits can be used to receive up to 95% while on EI benefits, and up to 100% after EI ends.

✓ Additional personal days and compensatory time.

The number of personal days in the collective agreement will increase from 7 to 13 days. RSMCs will now have access to compensatory time and the option to carry over up to 10 days.

What this offer means for OCREs and future employees.

OCREs currently working for Canada Post who become regular employees after the new agreement is signed will receive the same health and pension benefits as current regular employees.

Employees hired after the signing of the collective agreement will get the same health benefits and defined benefit pension as current employees after six months of regular employment.

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