

YOUR FUTURE. YOUR VOTE.

Understanding the offer: Hourly rate of pay

Providing predictable pay and schedules with hourly rates of pay

✓ **Routes will be restructured before hourly pay is introduced.**

Employees will move to an hourly rate of pay after routes are restructured under the new RSMC workload measurement system (RSMC-WMS). Route restructures will be based on a similar time value approach used for letter carriers in the Urban bargaining unit.

✓ **Routes will be restructured under the new workload measurement system over the next few years.**

Route restructures will be done in phases over a number of years. Once an employee's office is restructured, they will use the current bidding process to bid on routes and positions.

✓ **Hourly rate of pay will correspond to the route holder's current pay progression level.**

Once your office is restructured under the new workload measurement system, your hourly rate of pay will correspond to your current pay progression level. Like today, on call relief employees (OCREs) will continue to remain at the minimum wage progression level.

✓ **Route holders will have schedules with regular start and end times.**

Employees will have schedules with regular start and end times and scheduled rest and meal periods, as applicable. Employees who work more than their daily scheduled hours will be paid for time worked above their scheduled hours, including at overtime rates, as applicable.

✓ **Routes will be designed to maximize a 40-hour work week.**

As much as we can, we'll build routes that maximize a 40-hour weekly schedule. Also, in offices with 10 or more RSMC routes, a calculation criterion will be used to build an identified number of routes with a guaranteed schedule of 40 hours per week.

✓ **Employees will continue to receive variable allowances.**

Your pay will continue to include variable allowances for Neighbourhood Mail, Knowledge Sort and civic addressing, special allowances, and rest periods, as applicable.

How will this change be implemented?

Canada Post will use a phased implementation to restructure routes under the new workload measurement system. Offices will be restructured in phases, with employees converted to hourly pay. Once you're moved to hourly pay, new collective agreement rules will be in place to support the new hourly rate of pay system. Employees will receive overtime pay for any hours worked beyond their daily scheduled hours. This phased transition period is expected to take a number of years.

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