

YOUR FUTURE. YOUR VOTE.

Understanding the offer: Load leveling (RSMC)

Using load leveling to balance the work and avoid overburdening employees

✓ **Route holders will continue to deliver on their route.**

Under load leveling, you will continue to have the same route and start times day-to-day, and work out of the same facility. Load leveling may reassign some of your work or give you work from another route, based on time values and the day's volumes.

✓ **Load leveling will not change a route holder's schedule or the volume assessment for their route.**

Your scheduled hours of work won't change. Additionally, the reassignment of work will not affect the annual volume assessment of your route.

✓ **Work will be reassigned based on a national, standardized approach.**

Work may be reassigned based on a national, standardized approach that will be consulted on with the union.

✓ **Load leveling will not be introduced overnight.**

We will work with our bargaining agents to implement these changes over time. Load leveling will only be introduced after the new work measurement and hourly pay model is in place.

✓ **Seniority will still matter.**

You will continue to bid on your work schedule and your route.

✓ **Overtime will continue to be available.**

Load leveling may reduce the need for overtime but will not eliminate opportunities for overtime.

What is load leveling?

Where there is an operations leader on site, they may reassign work – such as customer pickups, clearances, or deliveries – based on the day's volumes and the time values for each route. The goal is to avoid the overburdening of some routes due to fluctuations in volumes and create a more balanced and predictable workload for route holders.

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