

# YOUR FUTURE. YOUR VOTE.

## Understanding the offer: Load leveling

Using load leveling to balance the work and avoid overburdening employees

### ✓ Letter carriers will continue to deliver on their route.

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

### ✓ Work will only be reassigned before letter carriers leave the depot.

Additional work cannot be reassigned if you complete your work early and return to the depot. Letter carriers who complete their work earlier than planned will still be paid for their scheduled hours.

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

Work will be reassigned in the morning using a national, standardized approach that will be consulted on with the Union. Reassigning will be based on the day's volumes and the time values for each route.

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

We will work with our bargaining agents to implement these changes over time.

### ✓ Per piece payments will continue for Neighbourhood Mail.

Under load leveling, letter carriers who deliver Neighbourhood Mail will continue to receive their per piece payments.

### ✓ Seniority will still matter.

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

### ✓ Overtime will still be available.

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

### What is load leveling?

Before letter carriers leave the depot at the start of the day, operations leaders will determine any redistribution of work that's needed, using a national, standardized approach. Reassigned work may include customer pickups, clearances, deliveries or Neighbourhood Mail prep. The goal is to avoid the overburdening of some routes and create a more balanced and predictable workload for letter carriers. Letter carriers who complete their work earlier than planned will still be paid for their scheduled hours. Load leveling will not apply in facilities where Dynamic Routing is in place.

To learn more about Canada Post's final offers, visit [canadapost.ca/offers](https://canadapost.ca/offers)

