



OCREs



What our new global offer means for
on call relief employees (OCREs)

If you become a regular employee in the future, you'll receive the same benefits and entitlements as current regular employees.

What you gain

- ✓ The same uniform entitlements as regular employees (following probationary period)
- ✓ An hourly rate of pay system, with breaks, lunches and daily overtime as needed
- ✓ Opportunities for long-term coverage of absences

Changes to our delivery model

- ✓ We're streamlining our staffing model to support 7-day delivery. You will not be required to work more than 5 days per week.
- ✓ Employees will move to an hourly rate of pay after all routes in an office have been restructured under the new RSMC work measurement system.

Current OCREs who become regular employees will get the same entitlements as current regular employees

- ✓ The same job security provisions
- ✓ The same defined benefit pension (for route holders with schedules of 12 or more hours per week)
- ✓ The same health benefits and post-retirement benefits (for route holders with schedules of 12 or more hours per week)
- ✓ The same vacation (up to 7 weeks) and pre-retirement leave
- ✓ The same cost of living allowance (COLA)
- ✓ The same wage grid
- ✓ The same income replacement for leave under the STDP
- ✓ The same leave provisions and 13 personal days

Current employees are not affected by changes for future employees

Our new global offer proposes a change for future employees that does not affect any current OCREs.

Are you an on call relief employee? If yes, the proposed change for future employees does not apply to you. If you become a regular employee in the future, you'll receive the same benefits and entitlements as current regular employees.

To learn more, visit canadapost.ca/offers