CUPW NEGOTIATIONS – RSMC UNIT

PREs

What our new global offer means for permanent relief employees (PREs)

Offer highlights

This offer increases your wages and protects what you value most

To protect what you value most and secure our future moving forward, our offer contains some needed changes.

What you keep

- Your defined benefit pension
- Your job security provisions, with enhancements
- Your health benefits and post-retirement benefits
- Your vacation and pre-retirement leave
- Your cost of living allowance (COLA)

What you gain

- Higher wages: 6.0% in year one; 3.0% in year two; 2.0% in year three; 2.0% in year four
- Minimum guarantee of 20 hours per week for permanent relief employees
- An hourly rate of pay system, with breaks, lunches and daily overtime as needed
- More routes that maximize a 40-hour weekly schedule
- Enhancements to pensionable service
- Better income replacement for leave under the STDP
- No more recovery of overpayments related to personal contact items (PCIs)
- 6 added personal days locked into the collective agreement

Changes to our delivery model

- We're streamlining our staffing model to support 7-day delivery
- To support this change, Permanent Relief Employees (PREs) will become known as Permanent Flex Employees (PFEs)
- PFEs will continue to provide weekday route coverage, with some new schedules introduced for Saturday and Sunday deliveries. PFEs will continue to have at least 2 consecutive days off per week.
- Load leveling will introduce more flexibility to manage workloads and increase efficiency in our delivery operations

What's new since our last global offer

- We've increased our wage offer
- We've taken items off the table: we're no longer proposing changes to post-retirement benefits; a new health benefits plan; or enrolling future employees in the defined contribution pension
- We've introduced compensatory time off (can be used in lieu of overtime pay)

Offer details

Higher wage increases	• We've increased our wage offer: 6.0% in year one; 3.0% in year two; 2.0% in year three; 2.0% in year four. o This amounts to a compounded wage increase of 13.59% over 4 years. o Wage increases are retroactive to January 1, 2024 (year one will account for the 5% wage increase already provided in December 2024).
Defined benefit pension	• Your defined benefit pension is safe and protected. • For employees with work schedules of 12 or more hours per week, all straight time hours will be counted as pensionable service.
Job security	• Your job security is maintained and enhanced. o All regular employees will have access to full job security. o We'll reduce the kilometre radius for the displacement of surplus employees. o We'll increase the duration an employee can remain on the recall list if laid off.
Health benefits	• There are no changes to your health benefits plan. • The proposal for a change to your health benefits plan was taken off the table.
Post-retirement benefits	• There are no changes to employees' post-retirement benefits. • The proposal to change cost sharing for post-retirement benefits was taken off the table.
Vacation and pre-retirement leave	• Regular employees will continue to have up to 7 weeks of vacation and keep their pre-retirement leave entitlements.
Cost of living allowance (COLA)	• Your wages will be protected against the effects of unforeseen inflation. • The COLA trigger will be adjusted to 13.59%.
Short-term disability program (STDP)	• Leave under the STDP will be enhanced with improved income replacement. o Employees approved for short-term disability benefits would receive a minimum of 80% of their regular wages for up to 30 weeks. o Employees will be able to use top-up credits to 95% of their regular wages while receiving EI benefits, and up to 100% after their EI benefits end.
Personal days	• We'll build 13 multi-use personal days into the collective agreement (currently, the 6 added personal days are not locked in).
Compensatory time	• We'll introduce compensatory time off (can be used in lieu of overtime pay). • Up to 10 days of compensatory time off can be carried over into the following year.

Moving to an hourly rate of pay	• 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. • As much as we can, we'll build routes that maximize a 40-hour weekly schedule. • Schedules will include paid breaks and lunches (as applicable), and daily overtime as needed.
Wage progression	• All employees will move to a 7-step wage grid, with current employees moving to the next higher step.
CRA automobile allowance rates	• Adjustments to the Canada Revenue Agency automobile allowance rates will be retroactive to the effective date of the rate change.
Covering temporary absences	• We've proposed to establish a process to cover temporary absences. • Depending on the duration of the absence, employees will be given the opportunity to exercise their seniority to cover absences on routes of higher value.
PCI-related overpayments	• Canada Post will no longer recover overpayments related to the annualized total of personal contact items (PCIs).
Load leveling	• We recognize that employees value predictability and consistency in their work. We're committed to maintaining that predictability. • Load leveling will introduce more flexibility to manage workloads and increase efficiency in our delivery operations.

To learn more, visit **canadapost.ca/offers**