



# Route holders



What our new global offer means for route holders in the RSMC bargaining unit

## 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 (for route holders with schedules of 12 or more hours per week)
- ✓ Your job security provisions, with enhancements
- ✓ Your health benefits and post-retirement benefits (for route holders with schedules of 12 or more hours per week)
- ✓ 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
- ✓ 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

#### 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)

#### Changes to our delivery model

- ✓ We're streamlining our staffing model to support 7-day delivery. Route holders will still work Monday to Friday.
- ✓ Load leveling will introduce more flexibility to manage workloads and increase efficiency in our delivery operations. Route holders will still have a route and a schedule.

# Offer details

<b>Higher wage increases</b>	<ul style="list-style-type: none"> <li>• 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. <ul style="list-style-type: none"> <li>◦ This amounts to a compounded wage increase of 13.59% over 4 years.</li> <li>◦ Wage increases are retroactive to January 1, 2024 (year one will account for the 5% wage increase already provided in December 2024).</li> </ul> </li> </ul>
<b>Defined benefit pension</b>	<ul style="list-style-type: none"> <li>• Your defined benefit pension is safe and protected.</li> <li>• For employees with work schedules of 12 or more hours per week, all straight time hours will be counted as pensionable service.</li> </ul>
<b>Job security</b>	<ul style="list-style-type: none"> <li>• Your job security is maintained and enhanced. <ul style="list-style-type: none"> <li>◦ All regular employees will have access to full job security.</li> <li>◦ We'll reduce the kilometre radius for the displacement of surplus employees.</li> <li>◦ We'll increase the duration an employee can remain on the recall list if laid off.</li> </ul> </li> </ul>
<b>Health benefits</b>	<ul style="list-style-type: none"> <li>• There are no changes to your health benefits plan.</li> <li>• The proposal for a change to your health benefits plan was taken off the table.</li> </ul>
<b>Post-retirement benefits</b>	<ul style="list-style-type: none"> <li>• There are no changes to employees' post-retirement benefits.</li> <li>• The proposal to change cost sharing for post-retirement benefits was taken off the table.</li> </ul>
<b>Vacation and pre-retirement leave</b>	<ul style="list-style-type: none"> <li>• Regular employees will continue to have up to 7 weeks of vacation and keep their pre-retirement leave entitlements.</li> </ul>
<b>Cost of living allowance (COLA)</b>	<ul style="list-style-type: none"> <li>• Your wages will be protected against the effects of unforeseen inflation.</li> <li>• The COLA trigger will be adjusted to 13.59%.</li> </ul>
<b>Short-term disability program (STDP)</b>	<ul style="list-style-type: none"> <li>• Leave under the STDP will be enhanced with improved income replacement. <ul style="list-style-type: none"> <li>◦ Employees approved for short-term disability benefits would receive a minimum of 80% of their regular wages for up to 30 weeks.</li> <li>◦ 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.</li> </ul> </li> </ul>
<b>Personal days</b>	<ul style="list-style-type: none"> <li>• We'll build 13 multi-use personal days into the collective agreements (currently, the 6 added personal days are not locked in).</li> </ul>
<b>Compensatory time</b>	<ul style="list-style-type: none"> <li>• We'll introduce compensatory time off (can be used in lieu of overtime pay).</li> <li>• Up to 10 days of compensatory time off can be carried over into the following year.</li> </ul>

<b>Weekend delivery</b>	<ul style="list-style-type: none"> <li>• We're streamlining our staffing model to support 7-day delivery.</li> <li>• Route holders will still work Monday to Friday.</li> <li>• We'll create a weekend Permanent Flex Employee (PFE) position, primarily to perform weekend parcel delivery.</li> </ul>
<b>Moving to an hourly rate of pay</b>	<ul style="list-style-type: none"> <li>• Employees will move to an hourly rate of pay after routes are restructured under the new RSMC work measurement system.</li> <li>• As much as we can, we'll build routes that maximize a 40-hour weekly schedule.</li> <li>• Schedules will include paid breaks and lunches (as applicable), and daily overtime as needed.</li> </ul>
<b>Wage progression</b>	<ul style="list-style-type: none"> <li>• All employees will move to a 7-step wage grid, with current employees moving to the next higher step.</li> </ul>
<b>CRA automobile allowance rates</b>	<ul style="list-style-type: none"> <li>• Adjustments to the Canada Revenue Agency automobile allowance rates will be retroactive to the effective date of the rate change.</li> </ul>
<b>Covering temporary absences</b>	<ul style="list-style-type: none"> <li>• We've proposed to establish a process to cover temporary absences.</li> <li>• 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.</li> </ul>
<b>PCI-related overpayments</b>	<ul style="list-style-type: none"> <li>• Canada Post will no longer recover overpayments related to the annualized total of personal contact items (PCIs).</li> </ul>
<b>Load leveling</b>	<ul style="list-style-type: none"> <li>• We recognize that employees value predictability and consistency in their work. We're committed to maintaining that predictability.</li> <li>• Load leveling will introduce more flexibility to manage workloads and increase efficiency in our delivery operations. Route holders will still have a route and a schedule.</li> </ul>

To learn more, visit [canadapost.ca/offers](https://canadapost.ca/offers)