

New global offer for employees in the RSMC unit



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
- ✓ 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
- ✓ Minimum guarantee of 20 hours per week for permanent relief employees

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)



What's changing

Change is necessary to secure our future and protect what's important to you. That's why this offer includes needed changes to our outdated delivery model and an adjustment for future employees, hired after the signing of the new collective agreement.

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.

Changes for future employees

- ✓ Future employees (hired after the signing of the new collective agreement) will receive health and pension benefits after 6 months of regular employment.

To learn more, visit canadapost.ca/offers