

June 15, 2020

RSMC: CANCELLED ANNUAL LEAVE SCHEDULED BETWEEN MARCH 22 TO MAY 30, 2020

Due to the COVID-19 crisis, some RSMC members chose to cancel their annual leave that was scheduled between March 22 and May 30, 2020. As a result of this, many members now have vacation weeks that are not scheduled in the remaining 2020 Vacation Leave schedule.

We have been in consultation with Canada Post to discuss how the cancelled annual leave weeks should be handled. CUPW and CPC have agreed to a **one-time only exception process**.

RSMC AND PRE EMPLOYEES IN OFFICES WHERE CPC PROVIDES ROUTE COVERAGE WITH PRE AND OCRE EMPLOYEES

In June 2020, CPC will canvass RSMC employees that cancelled vacation leave previously booked from March 22, 2020 up to and including May 30, 2020 and will provide the following three (3) options.

Option 1: Reschedule the cancelled leave within the current year, up to November 28, 2020

RSMC and PRE employees will be able to bid one round by seniority into any available weeks in the 2020 calendar, up to November 28, 2020. If there is not a sufficient amount of weeks available, if operational requirements allow, an additional column ending on November 28, 2020 will be opened which will contain the additional blocks required.

Option 2: Carry over of all or part of the cancelled leave to the 2021 Vacation Year

To be included in the 2021 Vacation planning process, RSMC and PRE employees will need to communicate their decision on how many weeks they would like to carry over by September 11, 2020. The carry over scheduling and quota process will be communicated in the 2021 Vacation planning communication in September 2020.

Option 3: Receive payout for cancelled leave

Employees who choose not to bid cancelled vacation in the current calendar year and not to carry over this leave to the 2021 vacation calendar will have this vacation time paid out in March 2021, as per the current automated process.

.../2

RSMC IN LOCATIONS WHERE RSMC PROVIDE THEIR OWN COVERAGE

PROCESS FOR RESCHEDULING IN 2020

No rescheduling process is required for RSMCs in these offices. They are only required to notify their Local Postal official of when they will be taking their vacation leave and provide their own replacement.

PROCESS FOR CARRY OVER OF CANCELLED ANNUAL LEAVE

Employees that elect to have their vacation carried over to 2021 will need to provide their Team Leader with the number of weeks to carry over. The quota carry over process will be communicated in September 2020. As with the current year vacation, no scheduling process is required in these offices for 2021.

PROCESS FOR PAYOUT OF CANCELLED ANNUAL LEAVE

No further action is required. The cancelled vacation will be automatically paid out in March 2021, as per the existing practice.

If you require further information or have any questions or concerns, please contact your Local Union Office and/or your Regional Union Office. You can also contact the Grievance Department of CUPW National Office or the undersigned.

In Solidarity,



Alvaro De La Cruz
Alternate Union Representative
Grievances & Arbitration
Email: adelacruz@cupw-sttp.org

2019-2023 / Bulletin #143
vm-cope 225

