



CUPW

Calgary Local # 710

October 21, 2011

Sick Leave: If you're sick at work, inform your supervisor and go home. This is not kindergarten and you are an adult. You wouldn't have been hired by CPC if you were in kindergarten!! Therefore, your supervisor doesn't get to dictate that you are going to the hospital in a cab, that you are to immediately go to a walk-in clinic or some other tactic to try to get you to refrain from using your sick leave. They believe that by doing this, the next time you feel sick you'll just stay at work rather than go through that!

Did you know: The Employer won't pay RSMCs for overtime unless they are willing to document, grieve and go to arbitration EVERY TIME!! Also:

- The Employer also won't pay RSMCs for training! RSMCs have no time values for using PDT's!
- Very, very few RSMC routes are 8 hours!
- The RSMC Collective Agreement, signed in 2003, is an 8 year Collective Agreement! And they had no right to strike during its' duration!
- RSMC Collective Agreement expires December 31, 2011 so they will be starting negotiations soon.

**SUPPORT THE RSMC'S DURING THEIR NEGOTIATIONS.
THEY SUPPORTED YOU DURING YOUR NEGOTIATIONS.**

RSMC: We had Annual Leave consultation with the Employer. The Employer presented schedules that showed the week of Easter as well as 3 weeks at Christmas being blacked out. The Employer adamantly refused to offer these weeks for bid for annual leave. Their reason: "*those are the busiest times of the year*". YET, we have On Call Relief Employees (OCREs) for just that reason - to cover RSMCs when they are on annual leave. Two people can't do one route at the same time so what are the OCREs to do? Employers' answer: "*deliver parcels.*" Delivering parcels should be done by the regular RSMCs at overtime rates. The Boss is cheating out once again.

Anna Beale,

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