

January 31, 2012 - 15:00

RSMC / Letter

Local Presidents

Dear Sister/Brother:

RE: RSMC Draft Collective Agreement

Please find enclosed one (1) copy of a **draft collective agreement** produced by the Union, Please copy the draft agreement for distribution to the Local's Executive Committee, Shop Stewards and interested members.

The draft collective agreement includes the amendments to the collective agreement resulting from the awards of the interest arbitrator and three letters provided by the employer to the Union during the negotiation/arbitration processes. The three letters included provide information about specific portions of the collective agreement.

Please note that there are a number of disagreements between the Union and the employer pertaining to some of the language found in the draft collective agreement and there may accordingly be some changes to either the language or the numbers or letters used to identify specific portions of the collective agreement. These disagreements include whether the area of eligibility when vacant routes are being filled is measured as a 75 kilometre radius (Union position) or as driving distance (employer position) and whether the yearly entitlement to personal leave is seven (7) days for all members (union position) or a pro-rated entitlement based on a member's attendance at work (employer position).

Therefore, when using the draft collective agreement to prepare and present grievances to the employer please use both the number of the clause or article and the heading of the clause or article being grieved. For example, if submitting a grievance pertaining to the drug plan please reference both clause 22.new2 and the title of the clause ("controlled drug plan") in the grievance statement. The inclusion of both the clause or article number and the title of the clause or article will ensure that the employer is adequately informed about the nature of the grievance. Additional information can then be provided, if necessary, during the grievance hearing.

I trust the providing of this draft collective agreement, and the other information sent in letters or bulletins, will allow you and other Union representatives in the Local to insure that the amended collective agreement is being properly administered by the employer.

If you or other Local members require additional information about any portions of the amended agreement please do not hesitate in contacting your Regional Office.

Also included with this letter is a copy of the **Short Term Disability Plan (STDP)** that was presented to the Union and the interest arbitrator during the arbitration process. Additional information about its application will be forthcoming from the Union in the near future.

In solidarity,

Donald Lafleur
Chief Negotiator and 4th National Vice-President

Cc:

Conseil exécutif national / National Executive Board
Comités exécutifs régionaux / Regional Executive Committee
Permanentes et permanents syndicaux nationaux et régionaux / National and Regional Union Representatives
Comité de transition / Transition Committee
Bureau national – spécialistes / National Office – Specialists
Comité de négociation des FFRS / RSMC Negotiating Committee